



Cash limits will govern benefits

By David Hencke, Social Services Correspondent

The Government is intending to introduce cash limits for social security benefits for the first time since the welfare state was created in 1948.

The Department of Health confirmed yesterday that the money to be allocated for a new social fund to make discretionary payments and loans to claimants for funeral, maternity, furniture and clothing expenses would be limited by the Treasury on an annual basis, starting from April 1987.

The proposal, which was not made clear in Monday's green paper on the future of the welfare state, means that claimants cannot be assured that money will be available at a social security office when they are in need. The change does not, however, affect any of the weekly benefits from pensions to supplementary benefit, to which claimants are entitled.

The new social fund is to be funded by experts who will offer advice and counselling to claimants in financial difficulties and help them to plan survival budgets.

It will be responsible for giving discretionary grants or loans to claimants who are at present entitled to claim single payment benefits under the present social security regulations. These payments, which now cost taxpayers £170 million a year, are to be abolished.

The new social fund is to be given an annual budget every year to be divided among country's 500 social security offices. Each manager will be responsible for the funds and their distribution to claimants.

In the Commons yesterday Mr Neil Kinnock, the Labour leader, asked Mrs Thatcher if she was aware of the fact that the new social fund was to be a "very good reason" because we believe in sound finance.

Report, back page; Special needs underestimated, page 2; City looks for recovery, page 18; Parliament, page 4.

The funds are not expected to be topped up if they run out during the 12 month period. A Department of Health spokesman said yesterday that the scheme had only been worked out in principle. But he added that the majority of payments would be made before the end of the year. Loans which claimants would have to pay back from their benefit over a set period. No decision had been made yet on whether interest charges would be made to claimants who wanted to borrow money.

Most of the maternity expenses would be paid out as grants and funeral expenses would be repayable as a first charge on the deceased's estate.

The remaining expenses would all be loans repayable by the claimant from benefit. The repayments would be deducted before benefits were paid out. Loans are expected to cover purchase of cookers, beds, bed linen, tables, chairs, refrigerators and washing machines. They would also be made for essential house repairs, such as for leaking roofs and broken windows, and for removal expenses. Loans are also to be made available for clothing and for water bills.

Foreigners who agree to voluntary deportation after making benefit claims may be asked to repay expenses after they have left the country.

The Department of Health was unable to say yesterday whether loan repayments obtained by offices could be used to generate new business, so that they could continue to lend to claimants if they reached their cash limit.

The department added that it already ran a direct payments scheme whereby claimants are sent money to pay gas and electricity bills. Some 275,000 claimants had deductions from their benefits to repay fuel debts in 1983. These loans are also expected to be administered by the social fund and to be subject to the new cash limits.

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Senators call for Defence Secretary's resignation

Pentagon row threatens Weinberger

From Alex Brummer in Washington

The US Defence Secretary, Mr Casper Weinberger, is in danger of being politically crushed by a series of budget scandals at the Pentagon which have seriously eroded his credibility.

His troubles deepened yesterday with the disclosure of a report by the Pentagon inspector-general which explained how the Defence Department had managed to waste \$1.6 billion through inefficiency.

The criticism of Mr Weinberger over the Pentagon money scandals has undermined his authority as a number of issues, from the overall size of the defence budget to the strategic arms talks.

Mr Weinberger's greatest strength in Washington has been his close relationship with President Reagan. As a former staff member of Mr Reagan's, he has always managed to catch the ear of the President.

With the result that until this year the Pentagon budget has been sacrosanct and many diplomatic initiatives have been given a harder edge.

His careless handling of the budget scandals has given his enemies a strong weapon. Democratic Senators are calling for his resignation; frustration is building within the armed services; and the new White House Chief of Staff, Mr Donald Regan, has sought to keep him away from the President.

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Casper Weinberger — authority undermined

latest issue of the Navy Times which was sharply critical of his decision to sack three naval officers over the purchase of ashtrays for naval planes which cost more than \$500 each. This follows a similar outcry over the \$500 lavatory seats and a \$9,000 coffee pot.

The paper described Mr Weinberger's action against the three officers as a "political ploy by a Defence Secretary whose credibility in Washington continues to slide downhill."

It said his handling of the scandals has battered the Defence Department and undermined public confidence in him.

Mr Weinberger's discomfiture will in effect strengthen the hand of the moderates in the Administration, the Secretary of State, Mr George Shultz, and the National Security Adviser, Mr Robert McFarlane. Mr Shultz and Mr McFarlane are currently fighting an internal battle with Mr Weinberger and his main ally, the CIA director, Mr William Casey, over whether the US should keep within the terms of the Strategic Arms Limitation Treaty.

The Defence Secretary is among those advocating that the treaty has outlived its usefulness, although there are clear indications from the joint chiefs of staff that the 1979 agreement should be adhered to because the Russians might otherwise seek to overwhelm the West with offensive weapons. Mr Weinberger has also been at the forefront of the effort to go full speed ahead with the Star Wars programme.

However, the fall-out over the Pentagon budget scandals may cost him seriously at Capitol Hill. Given the current unpopularity of the Pentagon, it may be hard for the White House to keep its latest budget concessions in the Senate which would result in an inflation-plus freeze on military spending. It may be forced further towards a democratic budget, passed in the House, which calls for holding defence spending where it is without any upward adjustment at all — effectively a real cut in spending.

Mr Weinberger's stature is unlikely to be improved by the Inspector-General's report. Among the waste it uncovered was the expenditure by the army of \$253,000 on new boilers and a car park for a building about to be demolished; and some \$500,000 was spent by the air force on a storage area for the Titan missile soon to be phased out. The navy paid \$2 million for repairs on defective weapons parts which were the responsibility of the contractors.

Two respected Senators, David Pryor and Lawton Chiles, said this week that if they were advising Mr Reagan they would ask for Mr Weinberger's resignation and give a new man a chance to rebuild the department's credibility.

Other politicians, however, have been more sympathetic. A reasonable good set of money supply figures and a cut in base lending rates.

The pound dropped more than 1.5 cents against the dollar to \$1.780 and fell against European currencies because of Opec's decision on Monday to bring forward its next oil price meeting. This was interpreted as a sign of new concerns about prices and overproduction.

Yesterday's fall in the pound was far removed from the dramatic movements seen during last year's oil price crisis, but could be enough to reinforce the Government's cautious approach towards bank base lending rates. Most City pundits expect no more in the immediate future than a realignment of rates downwards among the banks, which now charge two different rates.

The Bank of England also gave a strong signal to the money markets not to expect a big fall in base rates while building society chiefs were meeting in Bath today, and expected to toughen their line on mortgage and deposit rate reductions.

Until now the societies have been saying that they will not reduce rates until there is at least another half point fall in base lending rates to 12 per cent. But the new approach is

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to say that there will be no reductions until the big banks — which recently have been very successful in attracting savings — turn down the heat of competition.

The main measure of money supply, sterling M3, rose by 1 per cent in May, far less than the explosive growth in April, though the rate of growth remains outside the Government's target range.

The Chancellor, Mr Nigel Lawson, has been emphasising the narrower measure of the money supply, M1, which actually fell in May. The City view is that if oil prices were to rise, this fall in M1 would justify an early cut in base lending rates. But few were willing to bet on a reduction of base rates to 12 per cent before the end of the month, given the oil uncertainties.

The Government's main concern is to avoid giving the markets the impression that it is anxious for a fall in base rates, a view which at the turn of the year started a run on the pound. Although sterling is giving all the signs of strength — on Monday it briefly passed \$1.30 for the first time since September — much of this is due to the very high level of British interest rates relative to competitors such as West Germany and not to any basic change in Britain's circumstances.

American interest rates also edged down again on New York money markets yesterday.

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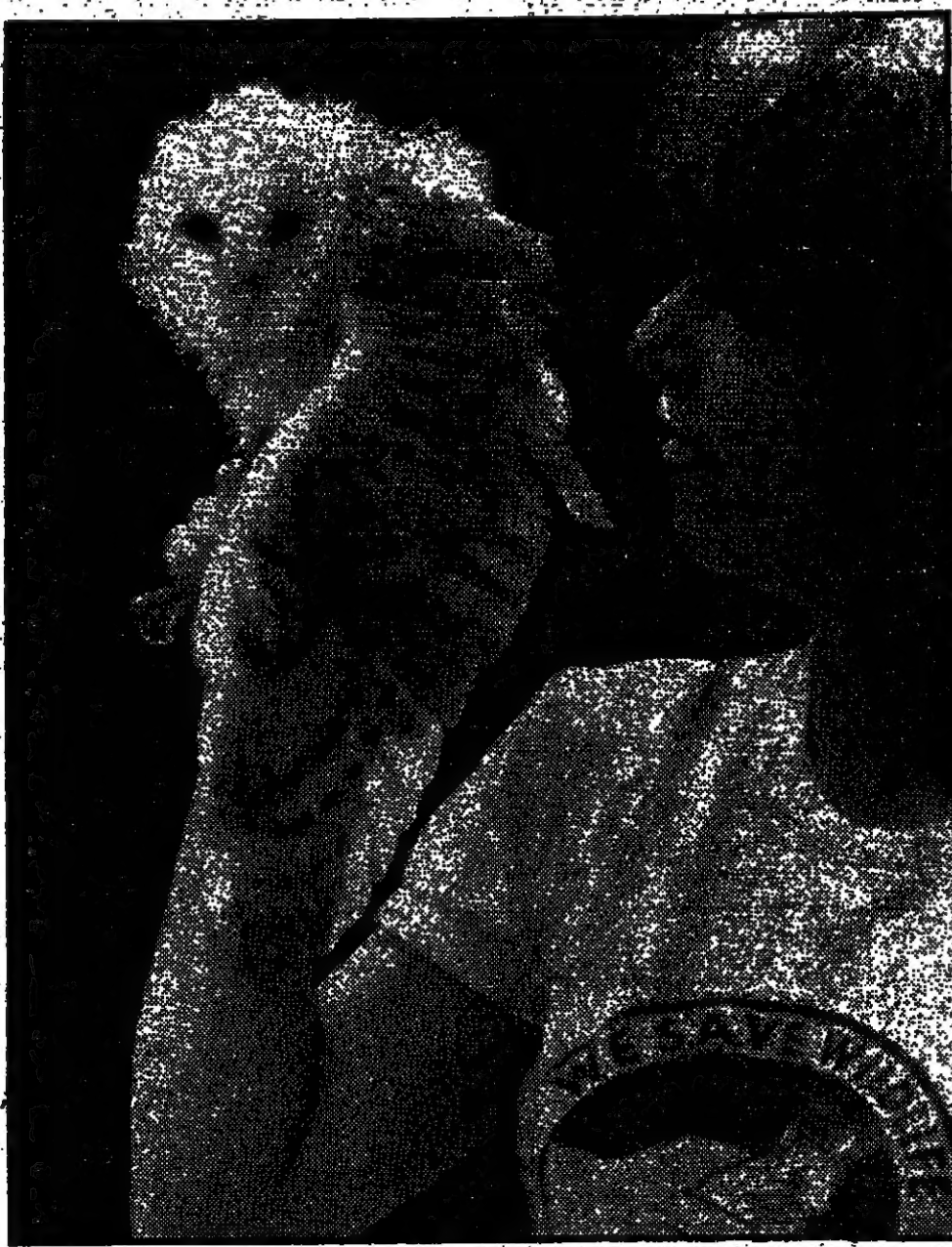
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OWL SERVICE: Susan Stocker of the Wildlife Hospital Trust with one of five barn owls bred in London and ringed yesterday at the GLC farm in Harefield, north-west London, before being released in an attempt to reintroduce them to the capital. Picture by Martin Argles

Oil prices concern damages pound and interest rate hopes

By Peter Rodgers and John Hooper

Oil prices have been overshadowed by a reasonably good set of money supply figures and a cut in base lending rates.

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Hesitant Tories delay poll date decision

By Dennis Johnson

The Conservatives are showing signs of a last-minute nerves over deciding the date of the Brecon and Radnor by-election, in the middle of what looks like a classic mid-term trough in government popularity.

The by-election, caused by the death of the Conservative MP Mr Tom Hoosen, was widely expected to be on June 27, depriving the Liberal Alliance and Labour organisations of a chance to build up their campaigns steadily and get their candidates round the huge, mid-Wales constituency.

Campaign managers of all three main parties have been setting up their headquarters in Brecon over the past week. But it appeared last night that

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write giving the necessary three weeks' notice may not be moved by the Conservatives until next week at the earliest, postponing the date until July 4 or later.

One of the problems for the Conservatives is that their candidate, Mr Christopher Butler, aged 34, now has to beat off potentially damaging suggestions that he was foisted on the local association after pressure from senior figures in the party.

Mr Butler worked for three years in the political office at Downing Street before becoming political adviser to the Secretary of State for Wales, Mr Nicholas Edwards, 18 months ago.

The suggestions of pressure were reported in a local newspaper as a possible explanation of why the Conservatives had been "unexpectedly" quick and secretive in the candidate selection process last month.

Mr Butler has taken the issue up with the paper, and explained that the early decision in his favour was purely because members voted him so far ahead of other applicants at what was meant to be a short-listing meeting that serious challenges were out of the question.

The idea that a local association was going to be pressured by Central Office or the Secretary of State is "totally incredible" to anyone who knows how independent-minded these bodies can be, he said.

It is recognised, however, that as a "government man," living in Cardiff, he may have to do a great deal of ground work to get himself accepted in a rural constituency which sets much store by personal relationships and loyalties.

A national opinion survey by MORI published in the London Standard at yesterday put the Conservatives in second place with 33 per cent, 2 per cent

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Shamir rejects PLO talks

By Patrick Kestley, Diplomatic Correspondent

Talks at Downing Street between Mrs Thatcher and the Israeli foreign minister, Mr Yitzhak Shamir, ended yesterday in flat disagreement, with Mr Shamir refusing to consider any formula for Middle East negotiations that would involve the presence of Palestinians at the conference table.

Officials at Downing Street described yesterday's 40-minute encounter as "a brisk and lively exchange of views" at the Israeli Embassy officials

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were at pains to declare that there was no confrontation — just a free, frank and friendly atmosphere in which honest differences do not constitute an argument.

Mrs Thatcher is due to see King Hussein of Jordan in London on Friday, to discuss the latest refinement of his plan, which calls for the PLO to accept, as an implicit precondition for negotiations, the UN resolutions providing for Israel's right to exist within secure borders. On that basis, the King will tell Mrs Thatcher there should be a meeting at a conference convened by Jordan, of Israelis and Palestinians.

But at yesterday's talks at Downing Street Mr Shamir, who is known to take a harder line than his prime minister, Mr Peres, told Mrs Thatcher that Israel will not talk to the PLO, or to Palestinians in some other guise such as the National Council, because they are seen in Jerusalem as

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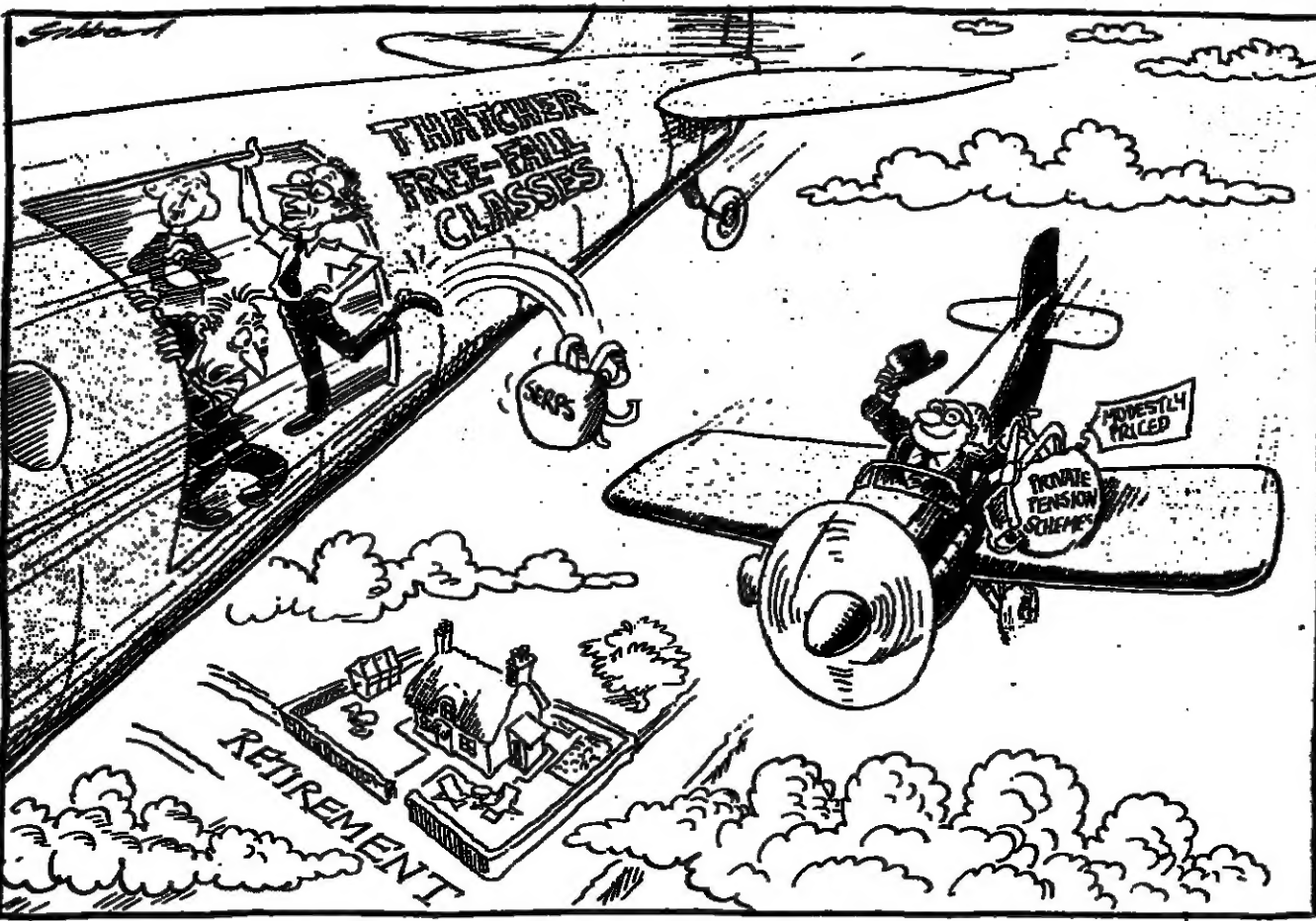
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MAKE IT MANCHESTER BUILDING SOCIETY

Government's own figures show how the poor will be hit

Special needs understated



By the way, we've just moved out of the parachute business

By David Hencke, Social Services Correspondent

EXTRA help promised for millions of families with children, the disabled, and pensioners in the Government's social security review is likely to be more than cancelled out by cuts in housing benefit and the abolition of all special weekly allowances and single payments.

An analysis using Department of Health and Social Security statistics not available in the Green Paper on the review published on Monday shows that the special allowances are more widely claimed than the review acknowledges.

Figures prepared by the Disabling Income Group show that some claimants rely for as much as 20 per cent of their weekly benefit on extra allowances.

The net loss to claimants comes about because the Government has decided to redistribute the £5.4 billion a year spent on supplementary benefit among the 4.6 million claimants without changing the total spent.

In addition, the Government is seeking cuts of £500 million out of £4.2 billion at present spent in housing benefit.

This cut includes a decision that all 3.5 million housing benefit claimants who are unemployed should pay 20 per cent of rates. As a result even the poorest face some cut in benefit.

While the green paper contains none of the figures used in its preparation it is known that the Government intends to pay a premium above the present weekly supplementary benefit rate of £45.55 for an unemployed couple and £37.10 for long-term claimants.

This premium will be available to pensioners, the unemployed over the age of 25 with families, and the disabled.

But at the same time it is proposed to end weekly additions to benefit for heating costs to the blind, for heavy laundry costs, and for special diet. Abolition of these payments would save £500 million. Single payments for furniture, bedding, clothing, and

removal expenses would also go, saving another £170 million.

The scope for redistribution will be limited since some of the savings from the abolition of single payments will be earmarked for the proposed new Social Fund which will give discretionary grants and loans to those found to be in need.

According to official social security statistics 1.5 million people claimed single payments averaging £54 in 1982, nearly double those in 1981. Since then the DHSS says payments have increased rapidly.

Weekly additional allowances went to 3,500,000 people in 1982, by far the largest element being the heating allowances. This was claimed by at least 2.4 million people.

At present these additions vary from £2.10 a week—claimed by 617,000—to £8.40 a week for 1,000 council estate tenants.

The green paper says that the new premiums should cover the cost of heating additions—without saying at which level.

DHSS figures show that 90 per cent of supplementary pensioners are already claiming additional allowances—so the new premium is only likely to enhance benefits for 10 per cent of supplementary claimants.

An additional 25p a week allowance also goes at present to 425,000 pensioners over the age of 80. It is proposed to abolish this and replace it with an extra premium.

Another 400,000 people receive extra money a week for special dietary needs and nearly 100,000 receive an allowance towards heavy laundry costs.

The Disabling Income Group has cases where between 20 and 30 per cent of benefits—amounting to between £15 and £20 a week—comes in additional allowances.

Mrs Pauline Thompson, the group's secretary, estimates that the proposed premium will need to be at least £18 a week above the present £97.10 a week supplementary benefit level. A couple if they are not to suffer a loss of income.

Benefits changes 'offend European code'

By Malcolm Dean

THE proposed in the Government's green paper on social security to replace the right to specific benefits with discretionary awards is bound to lead to another application to the European Commission on Human Rights.

In a judgment last week the European Court made it clear that it believed that all administrative and statutory rules should be "justiciable". By this it meant that regulations should be sufficiently precise to allow people to foresee the consequences and that there should be some independent body to which they could appeal.

In this week's green paper the Government has decided to replace 30 statutory regulations which guaranteed a right

to particular benefits with discretionary payments from a social fund.

There will be no appeal from the decisions of the local managers administering this fund. Ironically, it was the Conservatives who decided to get rid of the old discretionary system and introduced the regulations in its 1980 social security reforms.

The Government explained to the social security advisory committee in 1980 that it wanted to replace the discretionary system with a clear legal structure in which there would be "objectively established legal rights in published regulations".

Mr Patrick Jenkin, then Social Services Secretary, explained the reasons for the change: "The present discretionary scheme has become unmanageable—for claimants who do not understand it; for the staff of my department, who cannot operate it; for the public, who suspect it of abuse."

There were 1.5 million single payments in 1982, amounting to about £80 million.

The present social security appeal system would conform with the European Court's judgment of last week. Individuals who are refused can appeal first to the social security appeal tribunals; then to the social security commissioners; and finally to the Court of Appeal.

Under the proposed system the only appeals will be to the High Court and an application to a judge for a judicial review of the local managers' decision. These would not be regarded as adequate by the European Court.

Mr Roger Smith, solicitor for the Child Poverty Action Group, said last night that the proposed social fund "is even worse than the pre-1980 position because the grants are going to be cashed."

He added: "It will be impossible for claimants to know why they have been turned down. It could be because there is no money left. It could be because they didn't qualify. Or it could be for a host of discretionary and arbitrary reasons—they approached the officers wrongly; they were wearing the wrong dress; their hair was too long. People have a right to know why their applications have been rejected."

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Protests mount against convoy police

By Martin Wainwright

Wiltshire Police are facing a spate of summonses and official complaints about their treatment of the Stonehenge "peace convoy" which has taken refuge in Saverne Forest, near Marlborough, under the protection of the Earl of Cardigan.

The Earl, a prominent local Conservative, may be asked to act as a witness by convoy members whose travelling homes were wrecked when police stopped the hundred-odd vehicles on Saturday at a road block near Cholderton, seven miles from Stonehenge.

He has refused to invite police on the forest camp site after being shocked by scenes at the dispersal of the convoy. He followed the buses and vans on his motor-cycle and was within yards of some of the worst violence.

As he chatted with convoy members at Saverne yesterday the Earl said: "These boys were absolutely crackers. I wanted to take women and children into something like that, but women and children were there and some of what happened was real horror."

The Earl, who is 32 and married with a six-month-old baby, said that he was not alleging general police brutality but just saying that the police were human, like everybody else. They had been provoked by abuse, cat-calling and stones and the convoy had refused to accept reasonable police terms for leaving the area peacefully.

The Earl asked the travellers, numbering between 150 and 200, to move after they have repaired damage and recovered from the police action.

The Earl said: "I have been telling them on the hour and every hour that the end is nigh."

If the convoy fails to leave the Forest Commission, which leases the land from the Earl's father, is likely to seek an injunction, allowing eviction.

The Earl said: "I shall never forget the screams of our women who were holding up her little baby in a bus with smashed windows. She screamed and screamed at them to stop, but five seconds later 50 men with thunderous shields just boiled into the bus. It was mayhem, no other word for it."

The woman in question, called Rosie, from Wick near Bristol, was clearing up her bus yesterday and preparing to take out a summons against police.

She said police yanked her from the bus and only let go when she screamed that her baby was going to fall from her arms.

The legality of the Stonehenge police operation may be tested by the National Council for Civil Liberties, whose solicitor, Ms Marie Stanton, was at Saverne yesterday, taking statements.

Wiltshire police said that events at Cholderton were sub judice after 580 arrests and charges, but a spokesman outlined the basis for the policing.

English Heritage, the National Trust and local farmers had been given High Court injunctions forbidding 83 individuals from holding the proposed 15th annual pop festival at Stonehenge, he said.

Landowners had hired security guards to seal their property with barbed wire and took the view that any would-be festival goer was covered by the injunction as an "agent" of the 83.

The legality of that view was a civil matter, but the police had a duty to prevent a possible breach of the peace, if any attempt was made to hold the festival, the spokesman said.

The police have strongly denied using force was used at Cholderton.

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Earl of Cardigan—shocked by convoy scenes

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Liverpool plans trip to make peace with Turin

By David Hearst

Liverpool City Council is to send a delegation to Turin, home of Juventus football club, in two weeks in an attempt to repair Anglo-Italian relations in the wake of the Brussels disaster.

Councillors have invited Liverpool and Everton players to join them as well as the city's two bishops, the Right Reverend David Sheppard, Bishop of Liverpool, and Mgr Derek Worlock, Archbishop of Liverpool. Spokesmen for the bishops said they were willing to consider the request.

The visit to Turin had been postponed until after the funeral of all 31 Italians who died in Brussels. Juventus officials have also been invited to Liverpool, and funds collected from a remembrance ceremony at Liverpool Cathedral on Saturday will go to a fund set up by Merseyside County Council to help the victims of the disaster.

Mr Derek Hutton, deputy leader of the council, said: "The entire city now has a responsibility to repair the damage done last Wednesday. We need to say sorry, and I hope our delegation to Turin will be all-party."

Merseyside police, who have set up a unit to collate information on the alleged ringleaders of the violence, said yesterday that they could only act against suspects upon the issue of a warrant from the Belgian police for a specific individual.

A spokesman said: "We are in a difficult position. We cannot follow it up until we hear from Brussels police."

He said they could only act upon the issue of a warrant for a named individual. Under domestic law they could not arrest anybody for alleged offences committed in another country.

Belgian police have not yet asked Merseyside to supply them with evidence needed to start extradition proceedings.

Five Liverpool supporters were remanded in custody for one month in Brussels yesterday on charges arising from the disaster. They bring the total of Liverpool fans in Italian custody to seven.

They face charges ranging from possession of drugs and theft with violence to criminal damage and resisting arrest.

Two other English supporters were still in prison in Brussels after being ordered to be freed by a magistrate. The court decided not to proceed on charges of pickpocketing.

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David McKie

Fervour for Wales flavour of month

OPPOSITION MPs spent several hours yesterday complaining that rural Wales has been neglected. But that is clearly not going to last much longer.

No date has yet been fixed for the Brecon and Radnor by-election: most MPs expect it within six weeks, though some suspect the Government, contemplating the autumn, may wait till the autumn.

But before very long people who for years have been fretting about Westminster's neglect will be longing for Westminster to leave them alone.

Urgent drivers of fast, self-important cars will imperil the lives of visiting dignitaries as they strive to overtake on the switchback roads that burrow through the hills.

The dreamy peace of Rhader and Builth, Knighton and Llangamell, will ring to the bilingual blare of political loudspeakers.

Even the little trains which pursue their beautiful, eccentric, wild-goose chase from Shrewsbury through mid-Wales will put

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Plutonium 'would be flown out'

By Jean Stead

Plutonium oxide would be flown direct to France from Dounreay in the north of Scotland under proposals to build a nuclear reprocessing plant at the research establishment. But a spokesman said yesterday that material from which the plutonium would be extracted would be first brought by sea from the European fast-breeder reactors to one of the Scottish east coast ports, and taken to Dounreay by rail.

The spokesman said that plutonium would go by ordinary transport plane and safety regulations existed for transport by air of plutonium, uranium and all toxic substances. An airfield already exists within the Dounreay complex.

A campaign against the plan for the reprocessing plant has already been launched by environmentalists. The Scottish Secretary, Mr George Younger, said earlier this week that he is calling in the plan to make his own decision after a public inquiry.

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Apology over refund offer to bereaved parents

Buckinghamshire County Council yesterday apologised to the parents of four children drowned during a school trip to Llandudno and over the conduct of the victims' headmaster.

Mr Alec Askew, headmaster at Stoke Poges County Middle School, offered the parents a refund on the cost of the holiday, less the cost of the two children who died in Cornwall before they were drowned.

Mrs Rita Lamden, whose son Rishi died a month ago, said: "Mr Askew even deducted £4 from the refund for a school photograph taken some months ago for which I had not paid."

The Lamdens and parents of two other victims, Robert Ankers and Nicholas Hurst, had only just returned from Slough police station where they tried to identify clothing from the body of a boy washed up a week ago.

The mother of the fourth victim, Jamie Holloway, said: "The man has no sensitivity."

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Leftwing calls for ban on overtime defeated

Union rejects 6.75pc pay offer for BT workers

By Patrick Wintour, Labour Staff

The National Communications Union at its conference in Blackpool yesterday rejected a 6.75 per cent pay offer for its 120,000 members in British Telecom and gave its executive authority to call industrial action in pursuit of the claim. Moves from left wing branches to impose an immediate overtime ban were defeated by 74,366 to 47,544 votes.

Moving rejection of the offer, Mr Tony Young attacked the productivity strings attached to it, including regarding some groups of workers which could involve pay cuts of up to £40 a week. The regrading would particularly hit workers in BT factories and cable sections. The offer had "more strings than a concert harp" and did not match the present rate of inflation.

Mr Young pointed out that BT was expected to make a profit of £2 billion in 1985-6, and chastised the BT chairman, Sir George Jefferson over his 50 per cent pay increase, taking his gross salary to £160,000 a year. This was "hardly a case of leading by example".

The NCU is already committed to some form of industrial action at an unspecified date over job losses due to introduction of new technology. The union is seeking a 32-hour week but the leadership is keen to keep the issues of pay and jobs separate.

Mr Phil Holt, broad left candidate for the NCU general secretaryship, denied that he had backed any move to prevent the Labour MP, Mr John Gillingham, from standing for the post. There had been suggestions within the union that the left would propose a rule change or an election timetable to the union's rules conference in November which would have the effect of barring Mr Gillingham on age grounds.

The present general secretary, Mr Bryan Stanley, is expected to retire next year. Mr Holt, a Militant Tendency supporter and a member of the union's national executive, said yesterday: "I and the broad left are opposed to any attempt to stop Gillingham standing."

Mr Holt said he favoured a branch block voting system as opposed to the present individual ballot at workplaces, but claims he can win using either system. In the election yesterday for the Labour Party national executive, Mr Gillingham defeated Mr Holt by 23,000 votes, but fell back a little from last year's vote.

In any general secretaryship election, the 40,000 clerical members will be allowed to vote and they may hold the key to the result. Mr David Norman, the union's general treasurer, is also expected to stand.

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Political levy ballot 'will rebound on Government'

By Patrick Wintour

Legislation on the political levy is "one of the greatest mistakes the Tories have ever made," Mr Larry Whitty, the Labour Party's general secretary told the National Communications Union conference in Blackpool yesterday.

"I am now confident that in every union in which there is a campaign we are going to deliver a massive 'yes' vote for the continuation of the political funds," he said.

The issue had boomeranged against the Tories in a big way. A number of unions, currently without political funds, were likely to change their policy because they realised that "there is a political wing to their trade unionism."

Mr Whitty said: "The Labour Party's strength is that it is a trade union-based party. Other wise, it would become no more or less than an elitist party. Certainly, we are a party of idealism but we are also a party of the self-interest of the working class."

Pressing the need for greater organisational skill at party headquarters, he said it was vital for Labour to face up to the importance of communications.

"There is no contradiction between socialism and professionalism in getting our message across," he said. "There is no contradiction, either, between socialism and sheer fun in getting that message across. We need verve, imagination and style."

Although 72 per cent of the people were opposed to Mrs Thatcher, they had to be convinced of the Labour alternative.

£1m grant for work on park

By Donald Wintersgill

A GRANT of £1 million has been given for restoration of Painshill Park, Cobham, Surrey, which was created in the 18th century and was one of the finest landscape gardens in Europe. The money is from the National Heritage Memorial Fund, which is financed by the Government and run by independent trustees.

Painshill was created by the Hon Charles Hamilton, a painter and youngest son of the Earl of Abercorn. The garden was of 200 acres and had follies, a grove, a water wheel, and other structures around an artificial lake. But Hamilton ran out of money and the estate was sold in 1772. It passed through many hands and in 1948 was sold off in separate lots.

In 1980 Elmbridge borough council bought 158 acres, including the lake. In 1981 the Painshill Park Trust was formed to restore the landscape and open it to the public.

Mr John : "Government is a spectator"

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He denied the charge of complacency and said that the government policy towards

Liberal take legal advice on council 'ban'

By a Correspondent

Liberal members of Bradford council are taking legal advice about whether a move by the Conservative and Labour groups, which has effectively banned them from taking part in sub-committee meetings, can be overturned.

The six Liberal councillors held the balance of power on the 90-strong council. But a surprise pact between the two other parties and the restructuring of the committee system removed them from the sub-

committees three weeks ago. The Conservatives are the largest single party on the council but in the past they have needed support of the Liberals on contentious issues to remain in control.

Conservatives and Labour claimed that the Liberal influence was out of proportion to their strength. For sub-committees it was decided there would be only eight members instead of 10, and on the basis of proportional representation the Liberals no longer qualified for membership.

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Mr John Turk, the Queen's swan master, with two birds rescued and nursed back to health by Zyliah Cook, of the Save Our Swans conservation group. They were released into a new sanctuary on the River Thames between Richmond and Twickenham bridges.

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Counties' abolition 'will cut police jobs'

By Geoff Andrews, Local Government Correspondent

A typical police force might have to cut its manpower by 600 after the abolition of metropolitan counties, according to a report to be published soon.

The cuts would be forced by a shift towards measuring police efficiency under "value for money" rules imposed from the Home Office.

There are also growing fears that district councils, which will take the metropolitan counties' role, will be less interested in the subject.

The report on the effectiveness of the Merseyside police

authority, was written by Mr Barry Loveday, of Birmingham Polytechnic's Department of Government and Economics with the co-operation of police authorities, county councils and the Home Office.

He concludes that rate-capping and other central government restrictions would suggest that Merseyside had 600 more policemen than it needed.

The report was commissioned by the Home Office for Metropolitan Counties, a group funded by the six councils outside London threatened with abolition in the Local Government Bill.

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Pressure on editors 'influencing content of newspapers'

By David Hearst

The press barons, advertisers and trade unions are exerting an "insidious" influence on the content of newspapers, the former chairman of the Press Council, Sir Patrick Neill, QC, says today in the council's annual report.

In the past year the council had dealt with many instances where the power wielded by those outside government had been abused and newspaper editors had been "hijacked".

Sir Patrick said: "All attempts to bully him into including or excluding matter or to punish him for past actions are inherently wrong. This is true whenever the bully may be a government department, wealthy proprietor, local authority or powerful corporation with large and devoted readership."

Sir Patrick said the attempts to influence the editorial content of newspapers could take many forms—securing the omission of offending material, forcing the editor to change his views or make a public apology, or punishing an editor for what he has dared to publish.

Only one specific incident is cited, which is discussed in the form of an independent article in the report. This was the clash early last year between

metropolitan police committees with joint boards of district councillors and magistrates in a two to one ratio.

Worry centres on the joint boards' absence of fiscal control of the service for at least the first three years—which could give rise to the cuts—and the boards' composition, which many feel will lead to the magistrates' vote becoming decisive.

This view is shared by councillors, officials and policemen. Sir Philip Knights, the former chief constable of West Midlands, believed that nominated district councillors would want to reduce the police board's charge on the district.

Mr Donald Treford, editor of the Observer and its owner, Mr Tiny Rowland, over the newspaper's reports of atrocities in Zimbabwe. The article said that the challenge to editorial independence was met stoutly by the national directors on the Observer.

"Whatever the eventual outcome, the incident proved that the system of national directors can be useful."

THE DAY IN POLITICS

Eyes on coming byelection in Wales debate

RURAL WALES

By our Political Staff

Opposition MPs claimed yesterday that the government approach to the rural problems of mid-Wales was that of a "rather bored spectator of the area's inexorable decline."

Mr John Stradling Thomas, the Junior Welsh Minister, in his maiden speech from the despatch box, took the opportunity of the curtain-raiser debate for the forthcoming Brecon and Radnor by-election to announce the closure of the Llanelli Skillicentre and its replacement by a smaller facility.

Mr Neil Kinnock, the Labour leader, was present for a beginning of the debate which was notable for the presence of rather more Labour MPs than have attended recent Opposition day debates.

Mr Brynmor Jones, a Labour front bench spokesman, opening the attack, claimed that it was no more a coincidence that the Opposition has selected the problems of mid-Wales for debate than it was for the Welsh Office to announce yesterday a new educational experiment for primary schools in Brecon and Radnor.

Caning Bill

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Autumn Fashion in Country Life

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Ban proposed on bank loans and technology deals

US nearer to sanctions battle with S. Africa

From Michael White in Washington

The United States Congress yesterday moved closer to economic confrontation with apartheid when the Republican-controlled Senate Foreign Relations Committee voted for limited but immediate sanctions — a ban on new bank loans and on trade in nuclear technology and military computers with South Africa.

It also agreed an earlier deadline — March 1, 1987 — for tougher sanctions unless there is progress towards ending apartheid.

In horse-trading between Democrats and Republicans, the committee drew back from voting for an immediate ban on South African Airways' landing rights in the United States, although Democrats were still hoping to reinstate the sanction with moderate Republican support. They were also hoping to make mandatory the fair labour practices of the Sullivan Code on US firms in South Africa.

Senators were united in wishing to send an effective warning to Pretoria over what the chairman, Republican Senator Richard Lugar, called the "evils of apartheid". They were largely divided on tactics.

The bill could well be weakened or stiffened on the Senate floor and possibly destroyed in dealing with the Democrat-controlled House of Representatives where a more radical bill was completing its passage yesterday.

But yesterday's vote by as many as 19 to 10 in favour of at least three Republican defectors, represents a new high water mark in the tide of Republican sentiment away

from President Reagan's policy of "constructive engagement" with Pretoria.

If a bill can be agreed between both houses by the summer, Mr Reagan must either acquiesce in toughening Washington's policies or risk a presidential veto for a measure which has growing bipartisan support throughout the country.

Yesterday's "mark-up" in committee was built around the bill initially proposed by the Senate establishment, Mr Lugar, Senate majority leader, Mr Robert Dole and the moderate Republican, Mr Charles Mathias. Their bill offered carrots in the shape of educational scholarships, human rights grants and support for black businesses and a stick in the shape of sanctions in two years time — now reduced to 18 months — if no progress was reported by the President.

These sanctions include a ban on all computer sales to the Pretoria government, on new bank loans and investment from the US and on the sale of Kruggerand and represent the nub of the Democratic bill sponsored by Senator Edward Kennedy — and black Representative, William Gray.

While rejecting the Kennedy bill again yesterday, the Senate Foreign Relations Committee allowed Democrats to adopt a Republican Roth-McConnell Bill to provide yesterday's amendments to the main bill.

With some Republicans protesting that "imperfect sanctions do not appear to work," senators repeatedly warned that without the support of US allies sanctions would fail.

Peruvian jets 'flew to help Argentina'

By Michael Reid in Lima and Richard Norton-Taylor

Ten Peruvian airforce Mirage fighters were sent to Argentina to support the war effort during the Falkland conflict, intelligence sources in Lima said yesterday.

A report that Peru sent the jets, as well as 10 Hercules transport planes shortly after the Royal Navy task force set sail, appeared in the Lima magazine, Oiga, published on Monday.

During the war, the Peruvian Government denied that it had provided Argentina with military aid. Peru's decision to send Mirages to Argentina appears to have been a reaction

to the failure of President Belaunde's last ditch efforts to secure a peaceful settlement.

Officials in Lima say that they had the clear impression at the time that the final text of the Peruvian peace plan — drawn up in coordination with the US Secretary of State Mr Alexander Haig — was approved by the then British Foreign Secretary, Mr Francis Pym, who was in Washington. They say that its approval by the Argentine was followed by the sinking of the General Belgrano.

Mr Pym has acknowledged that Mr Haig told him that the Peruvians were in touch with the junta and were hopeful. He has insisted, however, that it is no time for a discussion of "actual text" with Mr Haig. Mr Pym said that the Labour MP for Lillingdon and a persistent critic of the Falklands war, said last night that Mr Pym had an absolute obligation to explain his role to the Commons.

Oiga says that the Mirages — part of a squadron normally stationed near the Ecuadorian frontier — were sent to the southern Argentine air base of Comodoro Rivadavia on May 22, 1982.

It also says that the Peruvians sent ground crew and munitions, including Exocet missiles, to Argentina. It cites unnamed "top level military and government" officials as its sources.



President Belaunde

Quebec party near end of road

From Clyde Sanger in Ottawa

THE Parti Quebecois, which came to power in 1976 with the intention of separating Quebec politically from Canada, moved to the brink of collapse this week.

It lost four by-elections by large margins in seats vacated by PQ members who had resigned after quarrelling with the edict of the Quebec Premier, Mr Rene Levesque, that the issue of political sovereignty should not even be discussed in the next general election campaign.

These are only the latest in a series of by-election defeats. The PQ, which was returned to power in 1981 with 80 of the 122 seats, is now reduced to 61, while the Liberals have advanced to 52. Seven former PQ members sit as independents and one seat is vacant.

The most prominent by-election winner on Monday was the Liberal leader, Mr Robert Bourassa. He captured a constituency on the south shore of the St Lawrence with 58 per cent of the vote from Francophone voters whom Mr Levesque had brought into politics and appointed to the cabinet after seven ministers resigned in November.

The worst defeat came in the seat vacated by Mr Levesque's former finance minister, Mr Jacques Parizeau. There the PQ candidate trailed in third place behind a lawyer who, without encouragement from the federal Tories, recently revived the right-wing Quebec Conservative Party.

Mr Bourassa said yesterday: "With these results, the legitimacy of the government is in question. He said he would try to bring the government down with a vote in the National Assembly this month.

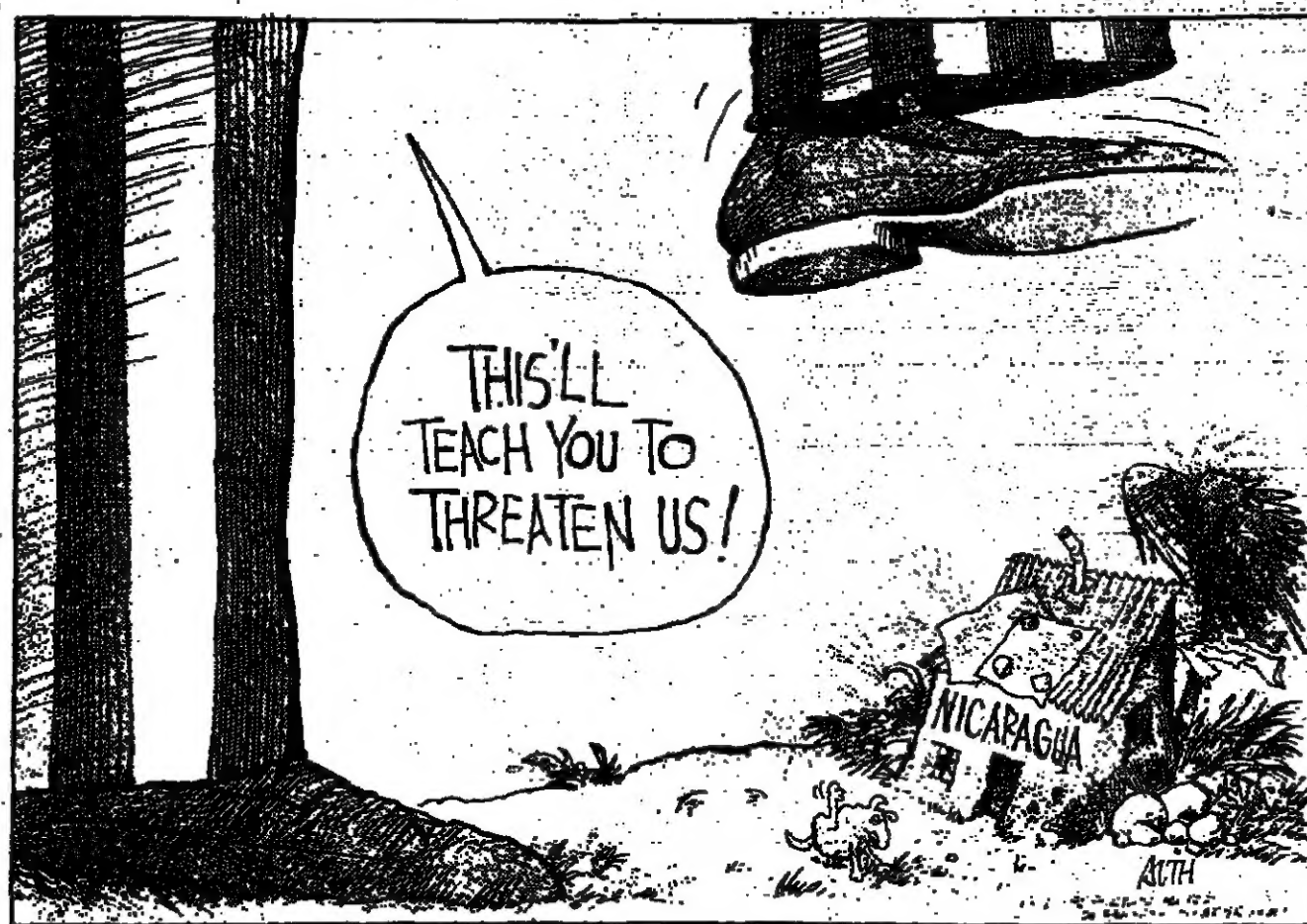
A greater challenge to Mr Levesque may come on June 22 when 200 PQ organizers gather for a national council meeting. There has for some time been speculation that Mr Levesque would — under pressure or of his own accord — announce his resignation on that day.

It happens also to be the 25th anniversary of his election as a Liberal member. Whether it comes this month or in the autumn, the departure of Mr Levesque must be on the way. He is Canada's most famous chain-smoker, and has also worn his health out over the last 17 years, first by building up a separatist party and then as premier.

When Mr Trudeau resigned as prime minister last year and the Conservatives took power under a Quebecer, Mr Brian Mulroney, who is proud of his skills as a conciliator, Mr Levesque at 62 seemed to have lost all his fighting spirit.

His last skirmish was with his old colleagues. When opinion polls suggested the PQ had no chance of winning the next election if it focussed again on the issue of sovereignty, which Quebec voters had rejected in a 1980 referendum, he demanded that party policy be made clear on this point well in advance of the election.

Mr Jacques Parizeau and other senior ministers refused to remain at the top of a neo-federal party and resigned. Today, the heir-apparent is the Justice Minister, Mr Pierre Marc Johnson, who last weekend was making friendly speeches at a convention of the Alliance Quebec which champions the interests of the province's English-speaking Quebecers.



Owen gives Reagan deadline for Geneva

From our own Correspondent in Washington

Dr David Owen, the SDP leader, warned President Reagan yesterday that West European support for Nato could be seriously weakened unless the US can reach a new arms control agreement with the Soviet Union in the next two years.

Dr Owen told Mr Reagan during a 35-minute meeting in the White House that agreement had to be reached by early 1987 at the latest. Britain and West Germany, which may both hold elections that year, were particularly vulnerable if there were failure at Geneva, he said.

At the White House talks — high point of a trip the SDP leader is making to the US and Japan — Dr Owen urged Mr Reagan to aim for a realistic package in Geneva which would reassure European public opinion and Soviet anxieties about Star Wars.

Dr Owen, echoing widespread European doubts about Star Wars, urged the President not to breach the warhead deployment limits in the 1979 Salt II pact. He emerged from the meeting with the impression that, despite advice by the secretary of the Defence Secre-

tary, Mr Caspar Weinberger, the White House is moving towards deciding not to breach it. This would involve the public dry-docking and "opening up" of a Poseidon submarine in the autumn as a modern Trident starts sea trials.

The President is due to tell Congress what his decision is next week, although he may prefer to keep his options open. Dr Owen said that he had been told by the President's staff that he would be given a "great propaganda weapon" to use in Europe.

The second element in the Owen package is that the US should seek to reassure Moscow that its Star Wars research — the Strategic Defence Initiative — will not suddenly produce a deployable defensive weapon system which would upset the nuclear balance. This would be done by offering a narrow definition of the 1973 Anti Ballistic Missile (ABM) treaty to increase the notice the two sides must give each other before deployment from six months to four or five years. This would allow the SDI research to go on in a better atmosphere —

that you couldn't suddenly bounce them," he said later.

Dr Owen also believes that deep cuts in offensive strategic warheads are the best short term means of protecting against a first strike, a strategy the US is pursuing in Geneva without much success. Although the Owen scenario is optimistic, given the gloom here about prospects in Geneva, the former Labour foreign secretary emerged from his talks convinced that President Reagan could deliver a new arms control agreement — provided that he is willing to take on his traditional friends on the Republican right who believe that past agreements have only helped the Soviet Union.

Although Dr Owen has attracted only limited attention here, he got generous treatment from Mr Reagan, including a press photo-call, and the presence of the Vice-President, Mr George Bush.

Dr Owen, while protesting himself an Atlanticist willing to be tough with the Russians, did concede that a collapse of arms control would even force the SDP towards a more European-oriented defence posture.

Soviet hint of new offer on arms

From Martin Walker in Moscow

The Soviet chief of staff, Marshal Sergei Akhromeyev, has held out the prospect of swinging cuts in strategic missiles, going beyond earlier Soviet proposals for a 25 per cent cut — but only if agreement can be reached with the US on banning space weapons.

The marshal's suggestion was buried deep in a long article in yesterday's Pravda accusing the Star Wars project of breaching the 1972 Anti Ballistic Missile treaty. He said that, if the project stopped at the research stage, "broad opportunities will appear for radical reductions of nuclear arms."

The Soviet Union has already suggested that strategic offensive arms be reduced by a quarter. It is possible to make even deeper cuts in case of the non-militarisation of space. There is no other way to resolve this question," Marshal Akhromeyev added.

The thrust of his article was devoted to the now standard

Soviet theme that the Americans are breaking the ABM treaty, and the chief of staff charged that the Soviet Union itself engaged in similar research. In a specific reply to US claims about new radar at Krasnoyarsk, Marshal Akhromeyev said it was "intended for the observation of objects in space. The US was informed about this. It has no relation whatsoever to a missile attack early warning system."

Western diplomats here were sceptical about the marshal's protests, pointing out that his phrase, "the observation of objects in space," could be broadly interpreted. The marshal rejected US claims that current research into space weapons did not involve the development and testing banned by the ABM treaty, saying that "development is precisely what this relentless research is aiming for."

By David Fairhall

The Defence Secretary Mr Michael Heseltine, set diplomatic courtesy aside yesterday to give Denmark a blunt lecture about its weight in the Nato alliance.

In a hard-hitting speech delivered in Copenhagen, he called on the Danes to pay their share of the cost of introducing cruise and Pershing II nuclear missiles into Europe, even if they were not prepared to have them based on their own soil. Creating "nuclear-free zones", the British minister argued, offered only "the security of the ostrich."

Mr Heseltine hinted that his own views on alliance solidarity were in line with what the Danish Conservative-led minority government would like to do if its defence policy were not constrained by a powerful opposition. He also tried to dissuade the Danes by some preliminary remarks about national sovereignty. But in the modern world, he argued, the issues of British and Danish defence were linked by our common membership of Nato.

'Spies' deny charges

WASHINGTON: A father and son yesterday pleaded not guilty to spying for the Soviet Union in what officials have called the most damaging breach of security in US naval history.

Court papers revealed new allegations that the father, John Anthony Walker, also sought to recruit his daughter into his alleged spy ring that involved at least five people.

Mr Walker's long-time friend, Jerry Whitworth, was arrested in San Francisco on Monday by the FBI who charged him with being the fourth member of the alleged spy ring. He was ordered to be held without bail.

Mr Walker, a retired navy communications specialist, was accused of spying for the past 18 years, and his sailor son, Michael, assigned to the nuclear aircraft carrier Nimitz, pleaded "not guilty to" six counts of espionage in court in Baltimore, Maryland.

John Walker attempted to recruit his daughter when she was a US army communications specialist in 1978 and 1979, according to FBI documents. There was no indication whether the daughter, Laura Walker Snyder, agreed or refused to pass classified documents to her father.

The existence of a fifth person, code-named F in the ring surfaced in an FBI affidavit filed in court in San Francisco in connection with Mr Whitworth's arrest.

● Jerry Whitworth: held on espionage charges



US tells Managua to halt attacks

From Alex Brummer in Washington

The White House yesterday called on Nicaragua to halt what it termed its recent military operations against Costa Rica and Honduras, charging the Sandinistas with escalating violence against their neighbours.

The strong statement was issued after President Reagan had been briefed on the increasingly disturbing violence at Nicaragua's borders by the National Security Adviser, Mr Robert McFarlane. "What we are concerned about is the stepped-up activity, the increasing aggressiveness of the Sandinistas in this area," the White House spokesman, Mr Larry Speakes, said.

He charged that evidence was now available which showed that "elements of the armed forces conducted a deliberate and unprovoked attack on a Costa Rican civil guard patrol on May 31, wounding nine and killing at least two persons." Mr Speakes said that there was continuing sporadic fire in the area from Nicaraguan troops which shelled a Costa Rican patrol on Monday.

The White House statement appeared designed to encourage Congress to come up with aid for the contra rebels battling the Sandinistas — when it comes to the matter this week. "We're pointing out to the American public and on a worldwide basis that these people are becoming increasingly aggressive," Mr Speakes said.

Until yesterday, condemnation of recent border incidents involving Nicaragua has been handled by the State Department. By letting the White House do the talking yesterday, the Administration was clearly determined to reflect President Reagan's concern and fire some opening shots in the latest campaign to funnel some \$14 million to the CIA-backed contra forces.

However, the renewed White House interest in Central America coincided with a report in yesterday's New York Times suggesting that if Nicaragua accepted too far beyond its borders the US would certainly be ready to respond militarily. The Administration has always maintained that such action would be a last resort.

After a series of interviews with the US southern command based in Panama, the paper has concluded that the US is now prepared for all contingencies in the region. It has advised the high state of readiness for direct American intervention through war games, construction of staging posts throughout the area, the development of listening posts and the creation of an accurate intelligence network, as well as strengthening allied forces.

However, in public the US yesterday was stressing the need for peaceful solutions to the border tensions. It urged the Nicaraguans to seek talks on the border problem with its neighbours and to join in negotiations with them and the contra to bring about a settlement.

● Tony Jenkins in Managua

The Government has proposed the creation of an internationally-supervised demilitarised zone between Nicaragua and Costa Rica as regional tensions continue to rise after border incidents between the two countries and between Nicaragua and Honduras.

Costa Rican radio stations, monitored here, claimed that Sandinista troops on Monday opened fire on a Civil Guard patrol, which was returning to the border zone for the body of a guard killed in an ambush on Friday.

The Sandinistas have also been blamed for the ambush by the Costa Ricans, who on Monday sent Managua a protest note. The radio stations claimed that Nicaraguan helicopters have violated Costa Rican air space several times during the past few days.

The Government here, which has denied these reports, has sent a protest note to the Honduran Foreign Ministry claiming that three helicopters, with military markings, entered Nicaraguan air space from Honduras on Monday.

According to the Note, the helicopters opened fire on a Sandinista border post which responded with anti-aircraft weapons.

The Sandinista proposal for a demilitarised zone was made released by President Daniel Ortega. No details were given, but it suggested that the zone be supervised "with the support of the Contadora (regional peace) group and France, which last year hosted two meetings between Nicaragua and Costa Rica."

Officials here admit that the proposal is designed to force President Luis Alberto Monge of Costa Rica to "define his position on the contra." President Monge is under pressure from right-wing groups to condemn contra use of Costa Rican territory and to break off diplomatic relations with Nicaragua.

Pasok ready with smaller cabinet

From George Couis in Athens

Greece's new Socialist Government will be sworn in today after Sunday's surprisingly decisive victory. Initially, a 16-member cabinet will be presented to President Christos Sartzetakis to illustrate the government's commitment to a streamlined administration.

The opposition leader, Mr Konstantinos Mitsotakis, claimed yesterday that his conservative opposition New Democracy party were the real victors. New Democracy, he said, had increased its parliamentary representation from 112 seats to 126. Nevertheless the ruling Pasok party won a decisive 181 seats in the 300-member parliament.

Today's swearing in is expected to see a basic remodeling of the government. The Prime Minister, Mr

Papandreou, is expected to replace the defence portfolio, which he has held since 1981, to the former president of parliament, Mr Vassilis Alevras, and there may be a change in the Foreign Ministry.

The initial thrust of the new government's programme is expected to be directed towards Greece's economic problems. During the election campaign, New Democracy underlined the fact that Greece's inflation rate is the highest in the EEC and that unemployment is growing, as is the foreign debt.

Mr Mitsotakis agreed with the Communist Party that new elections would have to be held before the Government's four-year term was completed because of economic problems.

Asked if his party would support a programme of belt-tightening, Mr Mitsotakis said it would be supported if it was to assist economic reconstruction, but if it was to pay for wasteful and inefficient government spending, his party would oppose it.

Mr Mitsotakis denied that the question of his leadership posed a problem. After the last two electoral defeats of New Democracy, in the 1981 general elections and the 1983 by-elections, leaders have been replaced. Mr Mitsotakis said that he would be the leader of the party and would formulate its policy.

Airline arrest in fraud case

Jakarta: Police here have detained Lim Li Jin, aged 29, a former Singapore Airlines accountant, more than two years after an arrest warrant was issued for her over the theft of \$5.4 million of airline money.—AP.

Sindona on trial again

From George Armstrong in Rome

The third trial of Michele Sindona, the former Sicilian "financial wizard" and now a convicted bank swindler, opened yesterday in Milan.

Mr Sindona, who is already serving a 25-year jail term in New York, was sentenced to another 15 years here this morning. Yesterday's trial could bring him a life sentence.

He is charged with having hired an American killer to go to Milan to murder the magistrate who was appointed to wind up Mr Sindona's failed bank, Mr Giorgio Ambrosoli, aged 46, was shot and killed in July, 1979.

Mr Sindona has said that the American's orders were merely to intimidate Mr Ambrosoli, not to kill him. The hired killer died last year in a fall from a prison window in New York, allegedly in an escape attempt.

Mr Sindona, and 23 other defendants, also are charged with extorting \$500,000 from the late Roberto Calvi, the Milan bank chairman, who died in London in 1982. Calvi's widow, Clara, has brought civil suit to regain the money.

Soccer Nazi sent to gaol

From Anna Tomforde in Bonn

The leader of a West German neo-Nazi football fan club notorious for attacking immigrant workers at soccer matches was jailed for a year by a Dortmund court yesterday.

The sentence, for breaching public order, passed on Siegfried Borchardt, aged 31, was greeted with angry shouts from his young right-wing supporters who stamped out of the courtroom giving a Hitler-style salute. The vowed revenge on people who gave evidence against their hero, whom they refer to as SS-Gr.

Borchardt is the leader of the Borussia Dortmund fan club blamed for a series of attacks on Turkish workers and children in Dortmund. He was in court for an attack on a Turkish cultural centre.

From our Correspondent in Rome

The bodies of two Italians killed last week at the Brussels stadium each have sharp gashes from the shoulder down to the buttocks, a post mortem examination in their native Cagliari, Sardinia, has revealed.

The bodies were those of Giovanni Casula and his 11-year-old son, Andrea, who was a member of a local Juventus fan club. The Cagliari legal doctors exclude the possibility that the deep slashes could have been done by their Bel-

gian colleagues as part of the first post mortem examination there.

"There would be no scientific justification for such a thing, and, anyhow, one should not treat the human body this way," one of the doctors has said. It is being suggested that the cuts could have been caused by a razor, a knife, or even a broken bottle.

The cases of switched bodies continues to be a partial mystery. After the funeral service of Mr Nino Fabbro, a 51-year-old former footballer of Udine,

in northern Italy, the supplementary post mortem examination, ordered to be done for all the 31 victims, said that the prayers said for Mr Fabbro's soul were said over someone else's body. The cut in which the Belgians had labelled as his contained instead the body of a bearded man of about 30.

A spokesman for the Italian embassy in Brussels said that the bodies of the dead were taken into the autopsy room three-by-three and the confusion probably began there.

Coalition fragments

Lisbon: Portugal's Social Democrat Party broke its coalition accord with the Socialists yesterday in a dispute over economic reforms.

A Socialist spokesman said after an eight-minute meeting of the leaders of the parties, the Social Democrats' decision to pull out "has been expected" by Mr Mario Soares, Socialist prime minister, since the Social Democrats elected a tough new leadership two weeks ago.

He gave no indication whether the Social Democrats would immediately withdraw their seven ministers from the cabinet or wait until after next week's signing of Portugal's accession treaty with the EEC. Political analysts expect the present government to remain in office at least until the treaty is signed.

If the seven Social Democratic ministers resign from the 16-member cabinet, President Antonio Ramalho Eanes will decide the future of the Government. He could call early elections, order the government to remain in power as a caretaker executive, or appoint a presidential interim cabinet.

The coalition has been threatened by Mr Anibal Cavaco Silva, the Social Democrat leader, and other party officials since the Group's congress over demands for liberal economic reforms.—AP.

Blast injures the family of Congress party official

Sikhs mark temple battle with a rash of bombings

From Eric Silver and Agencies in New Delhi

At least four people were hurt in Punjab yesterday when Sikh extremists marked the first anniversary of the Indian army's storming of the Golden Temple with a rash of small-scale bombings.

Mr Ved Prakash Khullar, a local leader of the ruling Congress (I), and three others were admitted to hospital in Hoshiarpur after an explosion shook his house. The injured, who included his son, were all said last night to be out of danger.

Elsewhere in the troubled north Indian state, a home-made bomb was thrown in a busy street in Gurdaspur, but there were no casualties. By-standers caught one of the three culprits.

A bomb exploded at the MR GANDHI said yesterday that Union Carbide's compensation offer for victims of the Bhopal gas leak was still too low and prospects were poor for a settlement. More than 2,000 people were killed and thousands injured in the world's worst industrial accident—AP.

home of a local government official in the village of Thaneval, and police defused another found outside a lawyer's house in the town of Ferozepore. Two young men tried to set fire to a shop in the former princely state of Patiala. The police announced last night that they had arrested five suspected terrorists in the previous 24 hours in Punjab.

About 100,000 troops and paramilitary police have been deployed there to discourage any serious attacks during the Sikh "genocide week". The strategy has worked so far. Northern India has been unexpectedly quiet, with few incidents, and casualties lower than they have been since before the Delhi bombings early

last month. The police, too, have been more successful. In Delhi alone, 37 suspects have been arrested in connection with the bombings.

The Prime Minister, Mr Rajiv Gandhi, said yesterday that India has detailed information that Pakistan is involved in training Sikh extremists across the border from Punjab but declined to give proof.

He told a news conference for US reporters that the Government "has some information of the training that is taking place in Pakistan—the locations, the number of people involved, the individuals who are giving the training, the units they belong to."

He said India was determined to solve its own problem of Sikh extremism. Mr Gandhi said the situation was complicated by an absence of Sikh leaders who could tell the Government what were their demands.

He said a security clamp-down now in force was not an attempt to suppress Sikhs but an effort to restrict the movement of extremists.

The Prime Minister said the US should have warned India the FBI had information that Sikh terrorists were planning to blow up an Indian nuclear power plant.

"The FBI was not giving us enough information, but we are now satisfied the US Government will do everything it can," Mr Gandhi said before leaving for Egypt, France, and the United States.

Asked if he was satisfied with the FBI's work, he said the agency had been in touch with alleged Sikh terrorists since last November, "and the people who were given clandestine training were in touch with the FBI".

He said the terrorists also planned to blow up a nuclear power plant in India, "but we were not told anything about this." He said a successful attack could have resulted in a "Three Mile Island sort of thing."

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Pakistan army helicopters on Monday saw clouds of dust as they fought the daily Sikh bombings of rebel positions around Barikot.

On Friday, MIG-23 jets killed 12 people in cross-border raids into Pakistan, where the guerrillas have bases. Diplomats said the planes probably were flown by Soviet pilots.

The envoys also reported a brief Soviet attack on rebel positions on May 31 at Paghman, a hilltop town just north-west of Kabul where guerrillas often group before staging raids on the capital.

Kabul residents saw helicopter gunships flying over the city at dawn with loaded bombs and returning empty. Two truckloads of wounded were seen coming into Kabul from Paghman on June 1.

Pakistan yesterday admitted it had tried but failed to intercept intruding Afghan fighter jets, and said they had penetrated its air space 615 times since the Soviet Union intervened in Afghanistan in 1979.

A senior Foreign Ministry official told the National Assembly that Kabul's Soviet-built aircraft had shipped away every time Pakistan scrambled jets to engage them in combat. Islamabad had sent its jets up.

—Reuters.

Politics of violence flare in a gentle land

Fear and mistrust are growing between whites and Kanaks in New Caledonia. Nicholas Cumming-Bruce reports from Noumea

TO THE dispirited gendarmes patrolling the narrow corridor of land between mountains and sea along New Caledonia's northern coast it was a "lost territory".

Nothing in the gentle landscape of a tropical island and deserted beaches hinted at the tension in this French Pacific territory which over the past six months has lurched to within a hair's breadth of vicious conflict between its indigenous Kanaks or Melanesians demanding independence and European settlers fiercely opposing it.

On this occasion, 2,000 supporters of the militantly pro-independence Kanak Socialist Liberation Front (FLNKS) were meeting nearby at the

THE foreign ministers of the Solomon Islands, Vanuatu and Papua New Guinea met New Caledonia's provisional government in Vanuatu yesterday and called for the UN to look into claims for independence from France. Meanwhile, the French National Assembly gave a first reading to a bill providing for a referendum on independence. —Reuters.

small town of Hienghene to debate their political strategy. The meeting in the grounds of a tiny shore-side church looked more like a picnic and nothing disturbed the patrols of gendarmes moving along the single coast road.

But in December, shortly after Kanak militants had proclaimed an independent state, white-led settlers had ambushed a group of Kanaks near Hienghene killing eight with rifle fire and dynamite.

Subsequent weeks saw Kanaks throwing up barricades to close the roads for days, burning white homes, looting others for arms and stoning cars driven by Europeans. Many of the mostly French settlers abandoned their properties and fled to the capital, Noumea.

Gendarmes, hopelessly outnumbered for the area, could do little to check the spread of violence. Much of the north coast is now locked on, in political



Mourners grieve over the coffin of Eddie Machoro in Nakety, New Caledonia

terms at least, as Kanak-controlled territory.

Incidents in other parts of the territory also raise the levels of fear and mistrust between Europeans, Kanaks and the metropolitan government's administration.

Among the worst was the shooting in January by French gendarmes of one of the hardline FLNKS leaders, Eddie Machoro, in circumstances that raised suspicions that the incident had been deliberately staged.

The flow of whites to the capital has given a physical dimension to the island's increasing political polarisation. European settlers in

other parts of New Caledonia, notably the west, are better organised and more firmly rooted.

But in the past six months since the independence campaign took off, the Europeans have also consolidated their hold on Noumea, turning it into a stronghold where they can be challenged only at the risk of bloody confrontation.

When a small group of about 150 Kanaks staged an illegal demonstration in defiance of their own leaders last month that was the result, infuriated whites drove them from the town's central Coconut Square be-

fore coming to blows with CBS police.

It was not the first riot in Noumea during the present troubles.

But the riot in May produced for the first time gunfire in the streets of Noumea which came not from police shooting teenagers but from hardliners on both sides shooting each other. One person was killed in that affray bringing the death toll since November to at least 22. If there was any positive outcome it was the dawning of an awareness of just how close the country had drifted towards a more violent and uncontrollable explosion.

To many Kanaks, neutral observers believe, independence is not a particularly emotive issue. They would probably support the general aim of independence but many would not back tactics of violence and intimidation.

It is this thin streak of pragmatism on both sides which provides Mr Wibaux with almost his only leverage in trying to bring both sides into negotiations on some form of independence progress. However much room there is for modification of existing proposals remains to be seen. But if he fails, as both sides have warned, the result could be civil war.

Richard Yallop in Melbourne

The Australian Government yesterday announced long-awaited tax reform proposals, offsetting substantial income tax cuts with new capital gains and sales taxes.

The Labour Government's handling of the tax reform issue is widely regarded as crucial to its chances of re-election, largely because of voters' sensitivity in the hip pocket.

Many of the Government's problems stem from divisions within its ranks over how to set about reform and how to

● Bob Hawke: keeping all the people happy

● China has enough nuclear arms to deter the US and the Soviet Union, a senior official said yesterday at China's first international peace conference.

The president of the Association for International Understanding, Mr Li Yimang, told the opening session of the 25 country conference that China had developed a minimal number of nuclear weapons to foil the nuclear blackmail of the superpowers.

Foreign military attaches believe that China now has a viable nuclear deterrent but has only rejected it in recent years.—AP/Reuters.

Drought places Niger in crisis

From Victoria Brittain, in Ouagadougou, Niger

A deadly measles epidemic is raging through the remote farming villages of Niamey province, immediately north of the capital, Niamey. Food, medicine and water are in critically short supply for an already weakened rural population and many have already left the area for the south.

Ouagadougou is just one crisis area among many. Children, animals and trees are dying throughout the country. An estimated 400,000 people have been displaced and another 80,000 people expelled from Niger by the Government for at least a month.

The present drought in this vast, landlocked country is far more severe than even the 1973-4 drought. The Hydrology and Environment Minister, Dr Yahaya Tounkara, said: "We would be facing complete disaster with not one human being left in the country if this catastrophe had struck when we were unprepared."

The alarm was raised here more than a year ago and a vast market gardening campaign launched. Niger, which has good relations with the US, has been asking aid to meet the 400,000-ton food deficit.

But the vast scale of need and the logistical difficulties of reaching nomad encampments or remote villages cut off by desert mean that much more urgently needed—particularly transport and medicine.

The President, Mr Seyni Kountché, has launched an urgent appeal for international action to solve the country's transport problem. About 100,000 tons of cereals are now stuck in the ports of Benin, Togo and Nigeria, 1,000 miles or more away.

Although 20,000 tons arrive weekly for distribution in the country, the existing transport is not sufficient. All army vehicles are being used and many private vehicles have been requisitioned. New vehicles promised by Italy, the Netherlands and Opel have failed to arrive.

In many places, like Ouagadougou, no rain has fallen for a year.

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Soviet forces fight to relieve Barikot frontier garrison

Islamabad: A Soviet relief force with thousands of troops is fighting its way through the Kunar valley in eastern Afghanistan towards the beleaguered frontier garrison at Barikot. Western diplomats said yesterday.

About half a division—4,000 troops—is within 18 miles of Barikot, they said. The force includes crack Soviet paratroop and commandos.

Barikot has been under siege for 10 months. Diplomats believe Moscow wants to establish a base there to control the border with Pakistan.

Guerrilla sources in Peshawar said some commandos advanced to within six miles of Barikot, but retreated because of heavy resistance from Muslim rebels. Unconfirmed reports said the rebels had shot down some resupply helicopters.

The guerrillas said they had fallen back to regroup for a final stand in a steep valley between Barikot and Soviet-held Asmar.

Another 4,000 Soviet troops along with several thousand Afghan soldiers were following up the vanguard of the relief force, holding captured territory and skirmishing with remaining guerrillas, the diplomats said.

Islamabad-based journalists flying close to the border in

Pakistan army helicopters on Monday saw clouds of dust as they fought the daily Sikh bombings of rebel positions around Barikot.

On Friday, MIG-23 jets killed 12 people in cross-border raids into Pakistan, where the guerrillas have bases. Diplomats said the planes probably were flown by Soviet pilots.

The envoys also reported a brief Soviet attack on rebel positions on May 31 at Paghman, a hilltop town just north-west of Kabul where guerrillas often group before staging raids on the capital.

Kabul residents saw helicopter gunships flying over the city at dawn with loaded bombs and returning empty. Two truckloads of wounded were seen coming into Kabul from Paghman on June 1.

Pakistan yesterday admitted it had tried but failed to intercept intruding Afghan fighter jets, and said they had penetrated its air space 615 times since the Soviet Union intervened in Afghanistan in 1979.

A senior Foreign Ministry official told the National Assembly that Kabul's Soviet-built aircraft had shipped away every time Pakistan scrambled jets to engage them in combat. Islamabad had sent its jets up.

—Reuters.

Pakistan plans for change

ISLAMABAD: Acknowledging the growing demand for an end to martial law, the Pakistani Prime Minister, Mr Mohammed Khan Junejo, announced yesterday that a new committee would be formed to consider how to end military rule. He said, however, the transition could not be rushed.

"I consider it to be my obligation to work for the restoration of genuine democracy and to see that martial law will be withdrawn during the next few months, and true democracy is established," Mr Junejo announced to the newly-elected National Assembly.

The 337-member assembly, elected in February, has headed the demands for an end to martial law. President Mohammed Zia ul-Haq imposed martial law on July 5, 1977, after toppling the civilian Prime Minister.

General Zia also outlawed political parties, saying they did not fit into Pakistan's Islamic system of government. Under pressure from the Assembly and the opposition, however, Mr Junejo is finding it hard to maintain the ban.

The Prime Minister named a 25-member committee of assembly members to consider how to end martial law.—AP.

Chinese price reforms accepted, poll shows

Peking: Eighty per cent of people surveyed by a government poll support the Communist Party's price reforms, but half are worried that two-thirds said that they prefer frozen wages to rising costs, the China Daily reported yesterday.

The survey by the National Economic Reform Institute and Peking University covered 2,409 people in Peking and Henan, Zhejiang, Hunan and Anhui provinces, the official English-language newspaper said.

Of those interviewed, 82.1 per cent "did not think that price increases would lead to public disorder and 78.8 per cent believed the reform would be beneficial to the prosperity of the country."

Officials are implementing the biggest price increases in three decades as part of the ruling party's economic changes aimed at ending subsidies that keep prices artificially low.

In the capital, prices of 1,800 food items including pork, fish, eggs and beef rose by up to 300 per cent when controls were eased on May 10, causing widespread grumbling by shoppers.

Peking's vegetable prices also were allowed to float under the reform, but on Monday the Government announced new controls on cabbage, cucumbers and tomatoes because the relaxation had

resulted in doubled prices and acute shortages.

Officials blamed the problem on restrictions against letting peasants sell their produce in the capital and the failure of state-run shops to acquire adequate supplies. A new directive allows peasants to market vegetables in the capital without the special licenses previously required.

● A Chinese troupe is staging a play about the private life of Karl Marx, depicting him as a temperamental, cigar-smoking gourmet who was tormented by deaths in his family.

Marx is not portrayed as a paragon of virtue, the China Daily said yesterday in a review of the three-act drama covering Marx's years in London. "Instead he loses his temper, enjoys eating good food and smoking cigars."

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Hawke's balancing act on tax reform

Richard Yallop in Melbourne

The Australian Government yesterday announced long-awaited tax reform proposals, offsetting substantial income tax cuts with new capital gains and sales taxes.

The Labour Government's handling of the tax reform issue is widely regarded as crucial to its chances of re-election, largely because of voters' sensitivity in the hip pocket.

Many of the Government's problems stem from divisions within its ranks over how to set about reform and how to

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Prayer call divides SA churchmen

From Patrick Laurence in Johannesburg

Leaders of the South African Council of Churches yesterday distanced themselves from a controversial call by the Western Province Council of Churches for Christians to pray for the downfall of the government on June 14.

June 16 marks the anniversary of the 1976 rebellion by black students in Soweto. It will be commemorated on Sunday week by church services in black townships throughout South Africa.

Archbishop Philip Russell, head of the Anglican Church, and Reverend Peter Storey, president of the Methodist Church, have already dissociated themselves from the call.

The SACC did affirm an earlier decision to invite regional churches to hold ecumenical services on June 16 to pray for the "end of unjust rule"—but not specifically for the downfall of the government.

The call has been construed in some circles as tantamount to urging Christians to pray for revolution, particularly the prayers will be offered on a day commemorating a revolt.

The chairman of the WPPC theology committee, Professor Charles Villa-Vieja, yesterday repudiated that interpretation. "We would not dare to prescribe to God how such a change should occur," he said. "We have always called for peaceful change and the call in no way alters that."

The wording of the call was very carefully chosen, and the WPPC stands by them."

The pro-Government media have seized the opportunity to attack the SACC, loathed by the Government.

The station, Radio South Africa, asked in a commentary: "To what extent has the SACC been hijacked by individuals and organisations and administrative organs, and directed on a revolutionary course that its member churches, by virtue of their Christian beliefs, must reject utterly?"

MP's body discovered

Kampala: A daily newspaper here has said that the body of an opposition MP, Sebastian Ssebaggawa, who allegedly was abducted by the army last Friday, has been found riddled with bullets, about 30 miles to the west of the capital.

The report in the English-language Star said the body was discovered by relatives but there was no independent confirmation.—AP.

ADVERTISEMENT

AN APPEAL TO THE INTERNATIONAL COMMUNITY

Peace-seeking international organisations, such as the United Nations have initiated widespread efforts to establish the basis for some end to the war and killing in the Gulf area. But with the bombardment of defenceless civilian and residential areas, schools and hospitals in Iran, the Iraqi regime is pushing the war towards a more dangerous and hazardous level. Without a doubt, this is contrary to the wishes of responsible organisations.

While declaring our concern for the consequences of such acts, and condemning them, we call upon the open-minded people of the world not to remain indifferent to these Iraqi deeds.

A GROUP OF BRITISH MUSLIMS.

'AL MURTEZA'

58 Bishop Avenue

London NW2

Beirut's Green Line reopened briefly

Beirut: The Green Line dividing East and West Beirut was reopened yesterday after being closed for five weeks by fighting, then shut again after only half an hour when gunmen on both sides started shooting.

"It's closed. No one can cross, there's a lot of firing," one security official said.

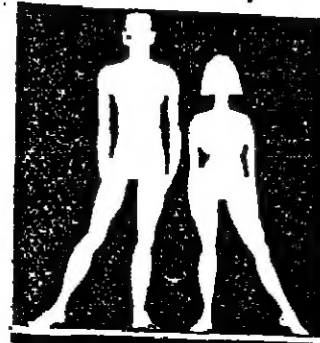
The Museum crossing point in the city centre was opened after bulldozers pushed down earth barriers across the road by rival Christian and Muslim gunmen during the latest spasm of violence.

But few people wary of snipers who have shot at anything that moved for weeks, risked the journey between the Christian east and Muslim western halves of the city.

Thirty minutes after the crossing was opened, Lebanese troops guarding both ends of the 500-yard crossing threw barbed wire across the road as machine-gun outlets hit the road.

The security official said:

"We are trying to work out a new agreement."



BODY AND SOUL

Through the heat barrier

THE latest popular pastime in the United States, a friend tells me, is taking a "cool stroll" — in other words, fire-walking. In the form that this has most often been encountered in the past, it has usually been connected with some religious observance, the walkers following in the wake of their shaman or guru. The American version is secular. Its chief purpose is to show that anybody can walk barefoot over coals heated to a temperature of anything up to 700 deg. Celsius without suffering pain or burns, provided the correct frame of mind first has been reached.

Sir James Frazer's explanation of fire-walking, echoed by many commentators since, was that savages, through walking barefoot equip themselves with horny soles, and their jungle lore provides them with the means to make a heat-resistant paste. The American fire-walkers — men, women and children — do not have horny soles, nor do they use any paste. How, then, do they escape injury? Even more baffling is the evidence that, sometimes, though not always, their clothes are not singed, enjoying the same protection, apparently, as the garments of Shadrach, Meshach and Abednego, in Nebuchadnezzar's burning fiery furnace. That human flesh should become incombustible, admittedly, is not easy to account for either. But there can no longer be any dispute that in a certain mental state, a kind of invisible barrier appears to interpose itself between the strollers and the coals, or ash.

I have read quite a few accounts recently, from various parts of the world, some of them are in the San Francisco quarterly, *Psi Research*, edited by Larissa Vilenskaya, and extremely useful because it has contributed to the understanding of the action now takes place.

The organisers of these occasions do not ask participants to hide their fears. On the contrary, in the preliminary briefing, among other things, they are encouraged to express them, as if to get rid of them before moving on to build up confidence — very much as Emilie Coue advised, with his "every day, in every way, I get better and better."

For Vilenskaya, having her baptism of fire in Oregon, the change of mood was perceptible. "Suddenly I felt that I could," she recalls. "Fear changed into determination, energy and confidence," and she stepped on to the coals without a quail.

Another recent account, of a Californian fire-walk near the Sunset Strip, emphasises that the object is not just to provide participants with a thrill, but to make them aware of the remarkable, though as yet inadequately exploited, powers of the mind over the body.

Carl Simonton, who introduced visualisation therapy for his cancer patients, takes them there for a practical demonstration of those powers. When they complete the walk, there is "a tremendous elation."

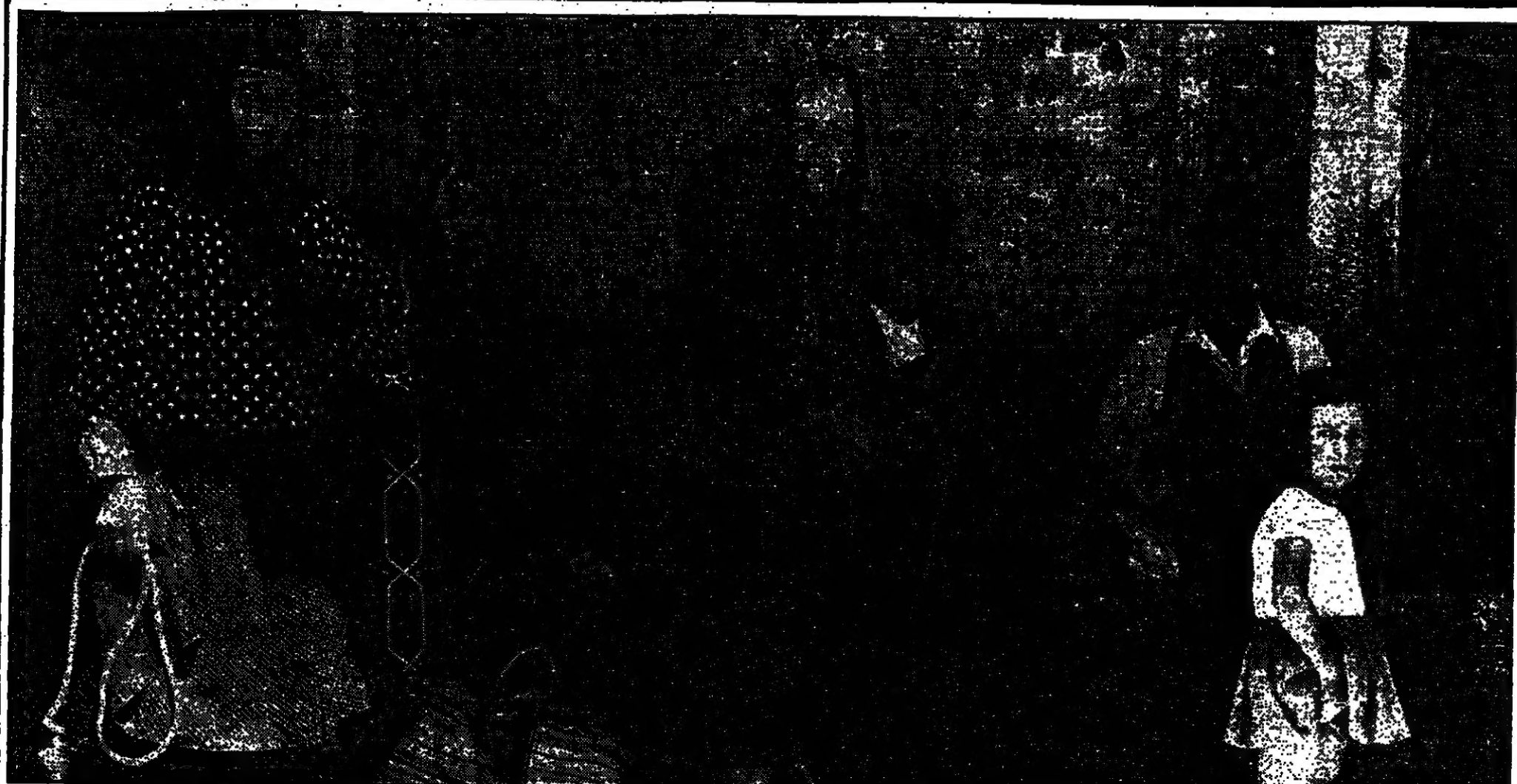
Although he is under no illusion that this works miraculous cures, he is sure that whatever the client has learned to face it better.

A more immediate benefit could be expected, if psychologists and physiologists shed their preconceptions and investigate the phenomenon, instead of, as in the past, pretending that it is all a fake. They will be given an opportunity to witness it in Britain in a few weeks' time, though time and place have yet to be fixed.

That they should have disregarded the evidence for so long is rather shameful. A long time ago, Professor Joseph Delboeuf of Liege carried out the first controlled experiment into the power of hypnosis to heal burns. He branded a servant girl on both arms, telling her that she would feel pain in one, but not the other. Not merely did the suggestion work, but when the bandages were removed he found that the painful arm was blistered where the branding iron had touched it, whereas the other arm showed no sign of inflammation.

Hypnotists have, from time to time, done similar experiments since, and those who make their living by doing the circuit of the clubs often put a match or a lighter to a hypnotised subject's outstretched finger, to show that he will not feel the pain. Yet hypnosis is said of a burn. Yet hypnosis is said of a burn in the treatment of burns in British hospitals. There appears to be only one procedure in the NHS the hypnotist pleads not to be named, being already overwhelmed with work.

Brian Inglis



Capinha, Portugal. Picture by Neil Libbert

The lure of the primitive

'The tourists I met were in search of values they hope their own countries will rediscover.' Richard North goes to Portugal



ECOLOGUE

TOURISM is the homage paid by rich societies to poor ones. There is something, of course, in the idea that we travel to poor countries because they are cheap countries, and we can behave there as though we were a cut or two above our normal sta-

tion. Yet that social bargaining-hunting does not begin to explain the attitude of sheer seriousness and longing that the questioning Americans, Australians and Europeans have been meeting abroad in their quest for the primitive. We go to touch base again. We go to where the countryside is farmed more primitively, and where our eyes relax into poppies and buttercups in fields from which the farmer we know at home would have banished them. We go to where the village idyll has some sort of job and dignity, and it does not matter that he cannot drive or write or add up. We go to where old ladies can grow yet older in their own homes without much thought that they ought to be in a home. In fact, we do not feel we have arrived in a country proper to our tourism until we have seen plenty of

women dressed from head to toe in black. Of course, some of our values are not shared by the southern European. One hapless waiter in a two carriage express in Spain was harassed by a tourist for throwing his rubbish out at the sierra crawling by. She thought such behaviour preposterous: he merely shrugged at the vastness of the passing scene. Surely, it could take it? There is something in his unspoken argument. Spain is vast, and its inhospitability will defend much of its wilderness. But in Portugal, things seem very different. This is a poor country which looks like it wants to develop, and where things are delicately poised for take-off. It clearly is in European terms, a poor country. There are men with donkey carts out in the casino town of Estoril, Portugal's Cannes. They are picking

through restaurant waste for pig's food. The men on the seafloor use spark plugs as fishing weights. A motorised trike passes back and forth, heaped perilously with cardboard boxes for recycling. These are not signs of suffering, but they are signs of exigency, not affluence. The difficulty is that Portugal has rather little room for some manoeuvres which have been very popular in the rest of Europe. As best as I could see, the beauty of the country is rather British (no wonder we love the place). There is a lushness and sweetness in the populous countryside which would look familiar, I think, to an Englishman of 50 years ago. Whilst it was there this May, even the sun was coyly British. But it is not a big enough country to say that I hide mistakes: big-scale farming would wreck its charms. It all behaves such as a tourist to lecture the Portu-

gnese, the most agreeable and civilised of people, on how they should develop. But the tourists I met were in search of values they hope their own societies will rediscover and which they hope the countries they visit will not discard. Unfortunately for the visitor, it is hard to say that the values which flow from poverty and from rural life should be preserved: poor people hate poverty, and plenty of modern country, people hate the country. We speak from our luxury and from voyeurism to people who envy the powerfully rich. However, since many Portuguese asked me what I thought would happen to their country after it joins the EEC, I had the perfectly decent chance to say that I hoped we'd reform the agriculture policies of the CAP so that Portuguese farmers could get richer without being

made to wreck their country. And it was often made easy to suggest that Portugal will need to be very clever if it can pass into modernity without first passing through materialism. I am very glad that I met a schoolmaster from California, visiting Portugal as a tourist, having given up his schoolteaching partly because he has lost the sense that it does any good. What's more, he begins to see that the brightest two of his five children, who want to be small-time farmers (not hippy smallholders, but small farmers) have probably got it about right. It may not come well from people who just stepped down from a first class railway carriage to tell the enquiring land-driver that his poor country has all sorts of precious values it may lose as it gets richer. But it is true for all that.

Not all bored to death

SECOND OPINION

OLD PEOPLE live in some of the worst housing in this country, so their "own home" can be damp, difficult to heat, poorly decorated, and drab. Their lives can be organised to a routine dictated by outside services.

So I welcome Sheffield's pioneer scheme of Support Units for elderly people at home (Society Tomorrow, May 22). But I slightly resent the implication that this is a totally new and radical development, and that residential care is bound to be drab and boring.

The role of a community support worker in Sheffield sounds to me to be very much the same as that of a keyworker in an old people's home — to widen the horizons of individuals whose lives have often become very restricted at home, to help them revive old interests or take up new ones, and to provide assistance with personal health or social problems. Our aim, too, is that "elderly people should be encouraged to remain independent and to lead lives which are as little institutional as possible."

Let us broaden the range of services available to old people. But don't imply that all existing, especially residential, provision is boring. Mary Erricker, Slough.

IN MANY residential care establishments, especially in the private sector, we have long recognised the need in some people for mental and physical stimulation. After full consultation with our residents, we have instituted programmes involving memory recall, visits to places of interest and entertainment, and discussion and writing groups. We have residents' meetings where ideas from us can be explained and their own views and ideas expressed.

All new schemes involving the elderly should avoid "paternalistic or patronising" approaches. But they should also avoid the equally damaging over-enthusiasm that may force "stimulating activities" on an old person who would rather live their remaining few years as many people choose to live through the majority of their lifespan: relaxed, reflective and totally unstimulated! (Miss) A. J. Donald, Southampton.

The first national conference on ethnic minority entry to the legal profession will be held in London on Saturday. Ole Hansen examines the evidence of racial discrimination

RACIAL discrimination by solicitors — and the failure of the Law Society to do enough about it — is a new crisis for a profession already beset with threats to its conveyancing work and public disquiet over its internal discipline.

At Saturday's conference will be senior representatives from the Bar and the Law Society and members of both branches of the profession. But while the Bar has accepted that racial discrimination is a problem and is trying to do something about it, the solicitors are only grudgingly being pushed into action.

Solicitors control who can become a solicitor because only after at least two years as an articled clerk is a person admitted to the profession. Solicitors also control the flow of work to individuals, but the public can only instruct a barrister through a solicitor. It is at these two control points that discrimination obstructs the entry of black people into the profession, including the Law Society, mows how many solicitors come from the ethnic minorities: estimates vary from 80 to 400 out of a total of 50,000 solicitors.

Even the evidence, which in the absence of statistics must suffice — shows that ethnic minority candidates find it much more difficult than their white counterparts to gain entry. Finding articles is difficult for everybody, but black students have to send twice as many letters as white just to be given an interview. Even then the major obstacle remains. This is how one young Afro-Caribbean woman described her not untypical experience: "The problem comes when the solicitor sees you, has been impressed with your letter but when you show up you can see on his face he had no idea you might be black. There was an interview in Ealing where I could have quite literally crawled away into the mud. This Oxbridge type looked and talked as though he wouldn't dream of having a black person work for him."

Proportionately there are many more black barristers than there are solicitors — about 4.5 per cent of barristers are from the ethnic minorities. But black barristers complain that white solicitors refuse to brief them, even where the client has asked for them specifically by name. Last year's Bar annual report found "there are many complaints from predominantly black chambers that they get little or no prosecution work and few briefs from larger firms of criminal solicitors. We are satisfied that this is indeed the case."

Recently the Commission for Racial Equality announced that it is considering allegations of racial discrimination by solicitors against black barristers.

Black cloud over Law Society

Last month the Guardian quoted CRE chairman Peter Newsum: "In any institution where this type of decision is left entirely to the discretion of individuals, there is always a possibility that things will go wrong." And he added: "It's a really serious issue which has to be confronted: the equivalent of a company recruiting entirely by word of mouth — if it's all white it will go on being all white."

The Law Society has been extremely slow in taking action. In 1979 the Royal Commission on Legal Education reported that the profession to set up standing committees to promote equal opportunity, to undertake monitoring and to issue "strong" written guidance to ensure that all racial groups could become lawyers and practise on equal terms. The need was "urgent" said the Commission, because a failure to remove even the appearance of discrimination reduces the confidence of every sector of the public in the administration of justice.

However, in 1983, a Law Society working party, set up in response to the Royal Commission report, said it had found no evidence of racial discrimination and that no remedial action was necessary. This was not surprising. The existence of the working party had not been announced, and it issued no call for evidence. As the Society's spokesperson subsequently told the New Statesman: "If you invite people to complain then they complain, even if there are no grounds for complaint. It just wastes a lot of people's time." The working party had an informal one-hour meeting with five ethnic minority solicitors, most of whom were later to disagree with the "findings."

The Law Society Council accepted the working party's report. But it was not published. And while the Society, in private, had decided to do nothing, its public pronouncements were quite different. In November, 1983, in its official

response to the Royal Commission report, the Society suggested that it would undertake ethnic monitoring — something which seven months earlier it had specifically decided against.

The Law Society was gravely embarrassed, therefore, when in January this year the Legal Action Group revealed the existence and contents of the internal report. A new sub-committee has now been set up, which has two ethnic minority solicitors and agreed to a joint race relations committee with the Bar. This, however, is very little and very late, and no sign of the ethnic monitoring and strong guidelines recommended by the Royal Commission. The procrastination of the Law Society compares unfavourably with the pace set by the Bar, which is normally the more conservative part of the profession.

In 1982 the Senate of the Bar responded to pressure from the Society that it would undertake ethnic monitoring and created a working party which has now become its Race Relations Committee. Last year's Bar annual report records its findings. Discrimination was found in the recruitment of black barristers into "ghetto" chambers: while there were 210 black practising barristers, in only 45 out of 320 sets of chambers were there black tenants.

Perhaps Saturday's conference will help the Law Society to move in the same direction. The work has been organised by the Minority Access to the Legal Profession Project which was set up in September 1984 but which may disappear, along with its GLC funding, in November. The Project is based at the South Bank Polytechnic where the proportion of ethnic minority law students has grown from 2.5 per cent in 1980 to 40 per cent in 1984. Other institutions have had similar, if smaller, increases. Most of those law students want to become solicitors. Without the help many of them, and of the smaller number who go to the Bar, will fail in their ambitions.

What will be the response of the legal profession, and especially of the Law Society? They should be aware of the danger signals. The Royal Commission, a body convinced beyond argument of the virtues of a self-governing profession, said: "We appreciate the objections to compulsory measures. The only alternative is a clear voluntary commitment by the profession as a whole to ensure that all racial groups enter and practise on equal terms, accompanied by strong guidance from the governing bodies."

They have been warned. Ole Hansen is a solicitor and senior lecturer at the Polytechnic of the South Bank.

WORKING FOR LONDON

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Write to FN Staff Section, Room 296 or tel: 01-633 6684.

Personnel Section Head

An experienced personnel administrator is required to head a sub-section dealing mainly with pay, conditions and industrial relations for blue-collar staff of the Department of Recreation and the Arts. In addition, this post serves as Industrial Democracy Officer for the whole department. Proven organisational, supervisory and interpersonal skills are needed, with an understanding of the principles of industrial democracy.

£11,325-£13,065 inc. Ref: RA6398.
Write to RA Staff Section, Room 682 or tel: 01-633 1664.

Assistant Administrator

Project Development Unit

The Unit is part of the Industry and Employment Branch and is the channel through which grant aid is provided to around 200 community and trade union employment projects within the London area. This post provides full administrative support to its team of 12 professional Project Development Officers and takes a supervisory role in the day-to-day running of the unit.

Applicants should be good organisers, capable of dealing with a heavy workload. An understanding of and commitment to the Council's Industry and Employment and Equal Opportunities Policies is essential. £9,255-£11,325 inc. Ref: DG6421.
Write to DG Staff Section, Room 203 or tel: 01-633 2390.
Application forms must be returned by 21 June 85.

To obtain your form write to the appropriate Staff Section, quoting the ref. and room number on the envelope, to: GLC, The County Hall, London SE1 7PB. Or telephone the number given.

GLC

Working for London



East Hertfordshire Health Authority Unit General Managers (Two)

To be accountable to the District General Manager for services provided by each of two health units, and to establish the general management function. These appointments are being made as part of the process of implementing the recommendations of the government enquiry into NHS Management. The posts require exceptional qualities of leadership as the implementation of organisational change involving different professional groups, and the development of staff to improve the efficiency and quality of the services provided will be primary tasks. The units are as follows:—

Unit 1

Comprises the main district general hospital, Queen Elizabeth II, in Welwyn Garden City, and Welwyn Hospital, a small general unit in Hatfield, due to be expanded to provide a service for psychogeriatrics.

Unit 2

Provides community services for the District and important hospital services on several sites. The hospitals are Hertford County (an acute unit), and East Herts Hospital (mainly geriatric), both in Hertford; Western House Hospital (geriatric), Ware; Queen Victoria Memorial Hospital (a small GP unit), and Danebury Hospital for the young chronic sick in Old Welwyn.

The Revenue allocation for the District is currently £27.6m, and approximately 3,400 staff are employed. The District is undergoing a period of substantial development, and growth to 1994 will be at least 20-25%.

The posts are open to NHS employees and to experienced Managers working outside the NHS; the latter are likely to be earning at least £18,000 per annum. Applicants will be required to demonstrate high managerial capacity gained within complex organisations in the public or private sector. The appointments will be for a fixed term, renewable by agreement. Remuneration is negotiable.

Further information about the appointment is available from: The District General Manager, Mr Michael Fletcher, at East Herts Hospital, Stanstead Road, Hertford, Herts SG13 7HU, tel. 0992 558282, extn. 290, who will welcome discussions with intending candidates. The final date for the receipt of applications, accompanied by detailed curriculum vitae, which should be sent to the District General Manager, is 24th June, 1985.

THE STONHAM HOUSING ASSOCIATION (Southampton Branch) require

PROJECT LEADER

£8,262 to £9,477 (40-hour week)

To lead a team being set up to provide residential care for 14 people recovering from mental illness. The post offers a challenging opportunity for progressive and innovative work with this new venture in community care.

He/she will be responsible for a team of three project workers and three part-time ancillary staff.

The post is non-residential but sleeping-in duties may be required. Candidates should have experience in this field of work; a relevant qualification in social work, nursing or a background in the caring professions would be an asset.

For an application form and job description please write to:

Stonham Housing
Association Ltd.
9 The Avenue
Southampton
SO1 2SR

WORKER FOR LONDON HOMELESS RESETTLEMENT TEAM

The Church Army maintains a resettlement team for homeless people in London, based in Marylebone. A vacancy will shortly arise for an additional worker to join this team. Applications are invited from those who have an interest in the welfare of the homeless and are in sympathy with the aims and objectives of the Church Army. Applicants will be expected to develop a good understanding of welfare rights and also develop personal skills. Mobility is important and a current driving licence will be needed. For an informal discussion please ring Joyce Harris on 01-723 1002. Applications should be sent to: Captain T. Drummond, The Church Army, Independent Road, London SE8 3LG, to reach him by 28th June, 1985.



EL SALVADOR COMMITTEE FOR HUMAN RIGHTS seeks a

CO-ORDINATOR

to organise information, campaigning and education work on refugees and displaced people, political prisoners, aid projects and the whole range of human rights concerns in El Salvador. Some evening and weekend work necessary. Fluent Spanish a strong advantage. Salary £7,300 (under review).

Details (SAE please) from 20 Compton Terrace, London N1 2UN. Closing date for completed applications June 26th.

COURSES



DO YOUR STAFF UNDERSTAND THE NATURE OF RACISM AND HOW THEY CAN COUNTER IT IN THE WORKPLACE?

A Training in Racism Awareness Course can assist in:—
— raising awareness
— creating a better understanding of how to deal with racism
— developing strategies to counter racist practices.
AFFIRMATA — an equal opportunities and consultancy agency — is running two four-day courses in central London, 15th-18th July 1985.
For information, write: AFFIRMATA, PO Box 163, London NE 3TF, or phone: 01-358 6377.

COMMUNITY DEVELOPMENT WORKER

(£7,170 - £7,661 inc.)

... TO SHARPEN THE SHARP END!

Firsthand Ltd runs a multicultural Centre on one of the largest and most deprived housing estates in West London. The problems experienced by tenants are mammoth and growing, and Firsthand Ltd works at the sharp end. Following a review of a management re-organisation undertaken two years ago, Firsthand Ltd's staffing is being modified. This includes the appointment of a Community Development Worker (Scale 3). In addition Firsthand staff will be joining other community workers on the estate to adopt a 'Team' approach to the work and to jointly run a Resource Bank. We are looking for a worker who has sound fieldwork experience, an understanding of the dilemmas and difficulties surrounding community action, and unflinching energy.

If you think you can sharpen us up, apply.

For application form and further particulars, contact:
Father Tony Convery (Chairman), on
01-743 8334
and return completed forms to:
FIRSTHAND LTD,
FATIMA COMMUNITY CENTRE
India Way, London W12
by Wednesday, 19th June, 1985

SOCIAL SERVICES DEPARTMENT Senior Personnel Officers (3)

£12,507 — £13,491 p.a. (incl.)

Personnel Officers (2)

£11,652 — £12,273 p.a. (incl.) pro rata for job-share (one full-time, one 17½ hour job-share).

Senior Personnel Assistant

£9,780 — £11,355 p.a. (incl.) pro rata (17½ hour job-share)

These new posts created after a review of the personnel function offer an exciting opportunity to become involved in a wide range of personnel activities in a progressive employee relations environment. The Senior Personnel Officers will lead small teams assisting the Principal Personnel Officer in the management and development of a departmental personnel service to some 2,500 employees. You should be thoroughly conversant with personnel practice procedure and for the senior posts you must have taken an active involvement in employee relations matters. Ideally you should be IPM qualified, but more important is the personality and confidence to communicate effectively at all levels, both orally and in writing. Camden is totally committed to Equal Opportunities policies in service provision and employment. Members of ethnic minorities are under-represented in this work area in relation to Camden's population profile and applications from members of these groups will be particularly welcome.

For more information please contact Denise Stevens on 01-837 3383, ext. 297, between 9.0-9.30 a.m. or 4.30-5.30 p.m. Application form from and to be returned to: Director of Social Services, Willing House, 356/364 Gray's Inn Road, WC1X 8BH or telephone 01-837 5521 (Answerphone) quoting ref no 10/271/G. Closing date: 26th June, 1985.



equal opportunity employer

Applicants are considered on the basis of their suitability for the post, with equal opportunities for women, black/ethnic minorities, lesbians and gay men and people with disabilities, and regardless of marital status, age, creed/religion and unrelated criminal conviction. All posts are open for job-sharing.

LEISURE SERVICES DEPARTMENT

Applications are invited for 2 posts vacant in the Medlock Valley. This is a Greater Manchester River Valley Scheme and runs for 10 miles from the moors north of Oldham into the City of Manchester.

CHIEF WARDEN

SO1 — £9,477-£10,107 pa

The person appointed will head a team of 5 countryside wardens and other information and maintenance staff and be responsible for the day-to-day running of 10 square miles of urban fringe river valley including an area of designated Country Park. Main duties include staff direction and supervision, organisation of leisure, management policies, promotion of public and educational use of the valley, interpretive planning, administration and financial control.

WARDEN

Misc 7/8 — £6,081-£7,329 pa

The person appointed will work under the direction of the Chief Warden. Main duties include: organisation and supervision of maintenance, information and maintenance staff; interpretation work such as leaflets, talks, events and schools' work. Preference will be given to candidates with warden/ranger experience or related fields such as conservation or teaching. A current driving licence is required. Further details and application forms can be obtained from: Director of Leisure Services, Leisure Services Department, PO Box 46, Civic Centre, West Street, Oldham OL1 1XJ, Tel. 061-474 1861. Closing date: 19th June, 1985.



ASSOCIATION OF COMMUNITY HEALTH COUNCILS FOR ENGLAND AND WALES (ACHCEW) needs an

INFORMATION OFFICER

ACHCEW services and promotes local Community Health Councils which represent patients and consumer interests within the NHS.

This new post, funded for one year, involves creating a more efficient system for storing and accessing a large amount of information on health and health services, the work of CHCs and related topics. Micro-computer experience an asset. Terms and conditions of service will be those of NHS administrative staff, and the salary will be on scale 8: £8,509 + L.W. of £1,084 p.a.

Small office, easy to reach by public transport but without access for disabled people.

Applications, with CV and the names of two referees, should be sent to: ACHCEW, Mark Lemon Suite, Barclays Bank Chambers, 254 Seven Sisters Road, London N4 2HZ, by 21st June. Tel: 01-272 5450 / 5450.

FUND RAISING OFFICER

within the Appeals Department, urgently sought to continue the development of a schools' fund-raising project. Must be enthusiastic and organised. Responsible position involving some public speaking as well as some typing and clerical duties.

Salary £7,000 p.a. plus L.Vs.

Application form from:

THE MULTIPLE SCLEROSIS SOCIETY

285 Munster Road

London SW9 6AP

Telephone 01-381 4022

Closing date for completed applications: 21st June, 1985.

SANAD

Community Service in Palestine
Micro-Computer Operator/Instructor
Educational Toys Designer/Instructor
Medical Laboratory Technician
also BFL Technicians

All posts with Palestinian communities under Israeli rule and occupation.

One-year contract starting approximately end of August. Volunteer terms. Flights included.

Send short cv and see to: SANAD, PO Box 91, Exeter EX4 4JG.

Head of Policy Division

The National Consumer Council is looking for a new Head of its Policy Division as a result of internal promotion.

The Head of Policy, a member of NCC senior management team, must also have the ability to manage a small group of experienced researchers and to commission external research. The successful candidate will be expected to make a substantial personal contribution to the development of consumer policy. Current issues include the liberalisation of shop hours legislation, privatisation of British Gas, reforming the social security system, and improving air transport in Europe. A knowledge of consumer affairs and economics and the ability to understand legal jargon would be an advantage. Being able to think and write clearly about complex issues is essential.

The Council is funded by the Department of Trade and Industry to represent consumers' interests to government, nationalised and private industry, public, professional and private services. The Policy Division ensures that the Council has a sound base of research, information and advice on which to base policy.

Salary £14,195-£16,789 (including London Weighting and subject to 1985 civil service salary scale increases).

For further information and application form please ring Sharon Hancock on 01-222 9501 at NCC, 18 Queen Anne's Gate, London SW1, Closing date for completed applications: 30th June, 1985.

This is a second advertisement and previous applicants need not apply.



NORTHERN REGION LOW PAY UNIT

The Low Pay Unit is about to extend its network of regional offices by opening a new Unit in the North East, sponsored by Tyne & Wear County Council to be based in Newcastle.

PROJECT DIRECTOR — £10,716 PA

SECRETARY/ADMINISTRATOR — £8,004 PA

PROJECT WORKERS (3 posts) — £8,004 PA

are required to staff the new Unit, which will provide low paid workers with advice and information on minimum wage protection, employment rights and benefit entitlement. The Unit will also research into, and campaign around, the growing low pay problem within the region. Applicants should have good knowledge and experience of at least two elements of the project. The Project Director, responsible for the day-to-day running of the Unit, should be a person with good organisational ability and communication skills, and some knowledge of Local Government and Trade Unions.

The Secretary/Administrator should be capable of assisting with all aspects of the project. Applicants should have good secretarial skills and proven administrative ability. Word processing skills would be an advantage.

WEST MIDLANDS LOW PAY UNIT

was established in 1983 with funding from the West Midlands County Council. The Unit is eager to build on its initial success and now requires a

PROJECT WORKER — £8,004 PA

to join an existing team of four people. Previous experience in benefit advice work, community organisations, law centre or trade union work is a strong commitment to equal opportunities and working with ethnic minority, women's and young people's organisations.

For further information contact Liz Morton on: 021-643 3972. Letters of application, including details of work experience and the names of two referees, should be returned by 19th June, to: Regional Campaigns Director, The Low Pay Unit, P.O. Box 48, Manchester, M60 1LT.

The Low Pay Unit is an equal opportunities employer.



SENIOR HOUSING OFFICER

c.£9,000 — £11,000 p.a.

Plus car

The Sutton Housing Trust.

There is a vacancy at the Trust's Head Office in Tring for a Senior Housing Officer who will supervise the management of approximately 2,000 properties situated on 13 estates in the south of England excluding London. There are resident management and maintenance staff on each estate.

Experience in housing management is required, preferably with a Housing Association. A relevant professional qualification will be an advantage. Benefits include free pension, sick pay, life insurance and personal accident insurance schemes.

Please apply in writing to:

The Director,
The Sutton Housing Trust,
Sutton Court,
Tring,
Hertfordshire HP23 5BB.

for an application form and further details.

INNER LONDON PROBATION SERVICE PROJECT WORKER (COMPUTING)

(£8,115-£9,027 P.A. INCLUSIVE)

Applications are invited from candidates with experience in computing and social survey methods, to form part of a research-oriented field work Probation team based in North London.

Responsibilities include:
Use of micro-computers and a bureau mainframe service; using SPSS (knowledge of the SIR database management system would be helpful); use of statistics; some work with clients.

The post would suit a graduate with relevant experience who is sympathetic towards the work of the Probation Service. Conditions of Service are broadly in line with Local Authorities.

The Inner London Probation Service provides equal opportunity regardless of the sex, race, colour, ethnic or national origin of its employees.

Application forms and job descriptions are available from the Personnel Department, Inner London Probation Service, 73 Great Peter Street, London SW1 (Tel: 01-222 5555).

Informal inquiries to: Miss M. Rhye, Senior Probation Officer (Tel: 01-272 5462).

Closing date for returned application forms: 21st June, 1985.

SOUTH WEST LONDON PROBATION SERVICE (London Boroughs of Kingston upon Thames, Merton, Richmond upon Thames and Sutton)

TEMPORARY PROBATION OFFICERS

From time to time this Service needs to employ temporary probation officers either full-time or part-time to fill gaps caused by, for example, maternity leave, long-term sick leave or a delay before a newly-appointed member of staff is able to take up post. We are seeking to set up a panel of former probation officers who would be available as locums.

If you are interested please write for an application form to the Chief Probation Officer, Miss S. A. Hurrell, 23 High Street, Kingston upon Thames, Surrey, KT1 1LG. (Tel: 01-546 0018).

GREATER LONDON EMPLOYERS' SECRETARIAT

ASSISTANT EMPLOYERS' SECRETARY

(INDUSTRIAL RELATIONS)

Salary: £16,290 — £18,354 p.a. inc.

(Pay Award Pending) Grade PO6/7

This is a key post within the Greater London Employers' Secretariat which has become vacant on the appointment of the previous postholder as a Chief Officer with a London Borough.

The appointment requires a high calibre professional to take a leading role in the personnel and industrial relations services provided by the Secretariat to the 32 London Boroughs, GLC and ILGA.

Ideally, applicants should be able to demonstrate considerable experience relevant to:

— conducting negotiations with trade unions

— advising on the interpretation and application of the relevant national and regional service conditions agreements

— participation in arbitration and conciliation services

— advising elected members, chief officers and their staffs on personnel and industrial relations policies, procedures and practices, developments in employment law and practice

— participation in the training activities of the Secretariat as required

— participation in the general management of the Secretariat as a member of the Secretariat Management Team.

The post is subject to the conditions of service of the NCC for Local Authorities APT & C Services.

Application form and further particulars are obtainable from the Employers' Secretariat, Greater London Employers' Secretariat, Alembic House (First Floor), 22, Albert Embankment, London, SE1 7TO. (Tel: 01-555 6155).

Closing date 1st July, 1985.

MID GLAMORGAN COUNTY COUNCIL Social Services Department

DAY CARE MANAGER

Hafod Deg Community Mental Health Centre,
Rhymer

£8,532 — £10,107 per annum

Hafod Deg is a Mental Health Centre which accommodates 20 clients on a daily basis.

We aim to provide a therapeutic environment for clients who have already experienced problems with their mental health. There will be a developing emphasis on reaching people who are at risk of becoming 'ill'.

The Manager will be responsible for two Day Care Workers and Seasonal Staff.

Applicants should possess an appropriate professional qualification and recent experience of working in a mental health/mental illness setting. They should have knowledge of current mental health issues and practice. We are looking for someone who would be enthusiastic and committed to this model of day care, with an ability to experiment with and develop new approaches of care.

If you are interested in developing and contributing to Community Mental Health in the Rhymney Valley please write for further details to Director of Social Services, Mid Glamorgan County Council, Gwynfryn Road, Cardiff.

NATIONAL CONDITIONS OF SERVICE

Application forms, to be returned by 17 June, 1985 are available from the Director of Social Services, Mid Glamorgan County Council, Gwynfryn Road, Cardiff or tel. Cardiff (0222) 28038, ext. 615/616.

CANVASSING WILL DISQUALIFY.

GLC

Working for London

Our equal opportunities policy can work for you. In many areas of the Council's work women, ethnic minorities and people with disabilities are under-represented. Our positive approach to equal opportunities is aimed at redressing the imbalance and we would particularly welcome their applications for the post.

Outreach & Liaison Worker for Youth Ethnic Minorities Unit

This post has the important task of helping the Council to respond to the special needs of young women and men from London's ethnic minority communities. The aim of the outreach and consultation work is twofold: to develop and implement comprehensive and co-ordinated GLC positive action programmes; and to promote youth participation and involvement in decision making at Council and local levels.

A broad knowledge of the needs of ethnic minority young people and experience of working with their organisations is required, together with strong innovative and motivational abilities.

£4,781-£6,545 inc. Ref: DG6002.

Write to DG Staff Section, Room 301-01, 01-632 2290.

Application forms must be returned by 14 June 85.

To obtain your form write to the appropriate Staff Section, quoting the ref. and room number on the envelope, to: GLC, The County Hall, London SE1 7PB. Or telephone the number given.

The GLC is an equal opportunities employer.

We invite applications from women and men from all sections of the community, irrespective of their ethnic origin, colour, sexual orientation or disability, who have the necessary attributes to do the job.

Job sharing arrangements are open to all applicants.

Building and Surveying Works Department

Principal Building Maintenance Surveyor

Grade PO1C, £12,243 — £13,326 p.a.

plus £1,017 L.W. and Supplements

The successful applicant will preferably be qualified but essentially will have had a wide experience in building surveying and control of surveying staff.

He/she will be responsible for the work of a number of surveyors who will be carrying out surveys on public buildings, preparing specifications, contract documents and supervising works to final account. A car user allowance is payable.

This post is not suitable for job sharing.

Application forms and job descriptions from the Personnel Division, Room 1, Brent Town Hall Annex, Kings Drive, Wembley, Middlesex HA9 6BN (returnable 29th June 1985 telephone 01-903 0371 (24 hour answerphone service)).

Reference number W624 must be quoted.

London Borough of BRENT

Brent is an Equal Opportunity Employer

IMPACT HOUSING ASSOCIATION LIMITED Resident Hostel Manager

required for 10-bed hostel scheme for the recovering mentally ill

* Scheme jointly managed by the Association and Cumbria Social Services;

* Staff team of 4 led by non-resident Social Worker;

* Rent-free accommodation provided;

* Salary £7,000 p.a. 20 days' holiday.

Previous experience of working with the mentally ill would be helpful. No specific qualifications are required for the post and applications will be welcomed from any person with initiative, resilience and a commitment to the aims of the scheme.

Further details and application forms from: Dave Rigby, Area Manager, Impact Housing Association Ltd, 115 Denton St, Carlisle, Cumbria, Tel (0228) 37355.

Closing date for applications: 14th June, 1985. Interviews to be held on 21st June, 1985.

سكان من الامم

WOLVERHAMPTON BOROUGH COUNCIL

Wolverhampton Council welcomes applications from all sections of the community irrespective of an individual's sex, ethnic origin or colour and from people with disabilities who have the necessary attributes to do the job.

DIRECTOR OF WORKS
£21,597-£23,649

As part of a complete restructuring of the environmental and technical services provided by the Council, a new post of Director of Works has now been established.

The Director, who would be a member of the Chief Officers Management Team, would be responsible for the following functions:

- (1) Building Works
- (2) Transport and Plant Maintenance
- (3) Highways and Sewers construction and maintenance

The Director would report to a Sub Committee of the Policy and Resources Committee for the effective management of these services and for their efficient organisation, control, direction and planning.

The Works Department will number in excess of 1,000 employees and the successful applicant would be expected to fulfil the Council's quality commitment to an efficient and effective DLO and a good quality service to the residents of Wolverhampton.

This demanding position will require a suitably qualified person with outstanding qualities of drive and initiative together with extensive management ability and experience preferably gained in a large organisation.

The post carries an essential user car allowance.

OFFICE OF THE PRINCIPAL OFFICER AND POLICY CO-ORDINATOR
PERSONAL ASSISTANT
£11,259-£14,358

In 1984 following the retirement of the former Chief Executive and Town Clerk the Council decided to create a new post of Principal Officer and Policy Co-ordinator in order to give increased emphasis to co-ordination in the use of the authority's resources and energies in pursuit of the Council's policies.

The post of Personal Assistant heads the Secretariat currently comprising six posts and provides support to the Principal Officer in his 'first officer' role and plays a key part in communications with other parts of the office, other departments and the elected members.

The secretariat also provides a personal research and intelligence resource for the Principal Officer and through him for senior members.

Applicants for this post should be appropriately qualified, enthusiastic and energetic and capable of working with a minimum of supervision.

The ability to communicate orally and effectively in writing is essential.

POLICY UNIT
RACE RELATIONS AND EQUAL OPPORTUNITIES ADVISER
PO d/e up to £15,387

The postholder will be the lead officer for the Council's Race Relations and Equal Opportunities Committee and will take responsibility for working closely with the authority's most senior management to review existing services and departmental procedures.

The officer also shall advise on overall policy in relation to the use of posts to be funded under Section II and the monitoring of such posts and other duties will include research, dissemination of information, preparation of reports, attendance at committees, public speaking engagements, etc.

Applicants should be suitably qualified with a proven track record of working with ethnic minority organisations and local government experience will be an advantage.

The postholder will liaise closely and be assisted by an Equal Opportunities Adviser (Women) and an Administrative Assistant within the Policy Unit and these posts will be linked to a new team which has been established in the Personnel Division and is responsible for equal opportunity aspects of the authority's employment policy.

AS. This is a re-advertisement. Previous applicants need not re-apply. Application forms and further particulars from Controller of Personnel and Management Services, Civic Centre, St Peter's Square, Wolverhampton WV1 1SH. Telephone (0902) 27811, extension 2118.

Closing date: June 28, 1985.

WOLVERHAMPTON
the pace setter

Probation Service Assistants

Applications are invited for vacancies which will arise shortly for probation service assistants to be assigned to various offices within the Middlessex area which comprises the London Boroughs of Enfield, Haringey, Haring, Brent, Harrow, Hillingdon, Islington and Hounslow.

Probation service assistants undertake a variety of tasks supporting and extending the work of the probation service, including assisting probation officers in court, some report writing, as well as giving basic practical assistance and information to clients.

Applicants should have a good educational background and communication skills. Previous social work experience, in either a voluntary or paid capacity, is essential. Minimum age 21 years. Ability to drive essential.

Salary is on the scale £5,925-£8,850 plus London weighting allowance of £1,245 and £625 excess rate. Starting point is dependent upon qualifications and experience.

Forms of application to be returned by June 10, 1985 and further information are available from: The Chief Probation Officer, Middlessex Area Probation Service, 1-4 King Street, Covent Garden, London WC2E 8RN. Tel: 01-549 1735.

MIDDLESEX AREA PROBATION SERVICE

PEAK DISTRICT NATIONAL PARK ECOLOGIST
(£9,477-£11,025)
(re-advertisement)

This new post reflects the growing importance placed by the Peak Board on the ecological aspects of conserving the National Park's rich landscape heritage.

The ecologist, who must be an experienced professional, will continue the expansion of a service previously provided by consultant. He or she will conduct surveys and research and advise on land management policies and programmes. Encouraging and advising farmers on conservation matters will be an important aspect of the work.

Car allowance. Superannuation and removal allowance schemes.

Full details and application forms from National Park Office, Peak Park Joint Planning Board, Aldern House, Baslow Road, Bakewell, Derby, DE4 1AE. Closing date 30th June 1985.

Previous applicants will be re-considered and need not re-apply.

NORTHERN ADVISORY GROUP ON DISABILITY

DEVELOPMENT OFFICER

NAGD is a regional organisation of Associations and Councils for the Disabled operating throughout the Northern Region. A Development Officer is required to support and develop existing organisations and to facilitate new Council/Associations where necessary. The successful candidate will be over 25 years of age, and will be suitably experienced in development work, communication, and have an awareness of the needs of people with disabilities.

For job description and application form, write to NAGD, The Dene Centre, Castles Farm Road, Newcastle upon Tyne NE3 1PH.

Hospital Social Work Manager
£13,963 — £15,015

MANAGE A LIVELY SOCIAL WORK TEAM

Applications are invited from qualified Social Workers with a minimum of five years experience for this important position, due to the retirement of the present postholder. The applicant should have substantial middle-management experience, should have worked as a Hospital Social Worker and preferably in an Area as well. Additionally a management qualification or training will be an advantage. The Hospital Social Work Manager is accountable to the Assistant Director (Fieldwork) and is a member of the Fieldwork Management Team. The Department is responsible for providing a Social Work Service to all the Health Service Establishments within the Borough. There are four generic teams based on two main sites with some out-postings and Social Workers are attached to Specialist Units. The establishment of 58.5 F.T.E. plus supporting secretarial staff is lively and go-ahead; uses a variety of Social Work methods, regularly supervises students, continues to work with clients in the Community and accepts full responsibility, when appropriate, for Statutory Work. There are very good relationships, both with the multi-disciplinary teams in the Hospital and with Area-based colleagues and there is considerable joint work with Area Social Workers.

If this post appeals to you, why not ring the present Manager, Lorna Stewart, or one of the Team Managers for further information? Tel 01-555 5555 or 01-558 6141. Shortlisted candidates will have the opportunity of discussing the post informally with Murray Devaux, Assistant Director (Fieldwork).

PILOT PROJECT — MENTAL HEALTH CARE IN THE COMMUNITY

This new DHSS-funded pilot project will bring sixteen long-stay patients at Bexley psychiatric hospital back to ordinary supported housing in Greenwich over three years. Greenwich Health Authority will then continue funding the project. The team of seven full-time and three part-time staff will assist residents to move from hospital and provide continuing support from the local project base according to individual needs of residents. The project involves close working contact with patients and their families, hospital staff, community health service staff, a Kent University research/evaluation team, Housing Associations, the Directorate of Housing Services, Greenwich MIND and other agencies on the project Steering Group. It will also co-operate closely with other community mental health resources in Greenwich including the St John's Park Hostel, the Abbotswood Hostel, the Lansdowne Lane Community Mental Health Centre and Crisis Intervention Unit and Mabel Polley House for elderly, severely mentally infirm residents.

Project Leader
£10,107 — £11,025
plus casual car user allowance

To establish, develop and monitor the success of the project in consultation with other agencies involved. To appoint, train and co-ordinate the work of the staff team. To establish and run the project base as a community resource for clients and staff.

The successful applicant will have a relevant qualification for example in social work, clinical psychology, occupational therapy or psychiatric nursing, an imaginative approach to providing mental health services, some management/supervisory experience and experience of residential and/or community mental health services. She will be able to negotiate at a senior level with other authorities and organisations.

Occupational Therapist
£9,189 to £9,771
plus casual car user allowance

To provide occupational therapy expertise as a member of the team in the planning of the project, assessment and rehabilitation of residents leaving Bexley hospital to live in local accommodation. Close contact with Occupational Therapy services in Greenwich and at Bexley Hospital.

Applicants should have a relevant qualification, a broad approach to community mental health services and some relevant experience. There is a multi-racial population within the Borough. For further information about both posts contact Sue Gillespie on Ext. 3057, Catherine Briscoe on Ext. 3004, or Sue Penny on ext. 3065 who can also arrange for informal discussions with Bexley Hospital social workers.

Senior Social Worker
(Visually Handicapped People)
£9,771 — £11,373

This new post, based at headquarters, will join our existing Technical Officer and Mobility Officer in providing a Specialist Service for Visually Handicapped people. There are also two other Social Workers for Hearing Impaired people in the Section. Finance permitting, we hope to further expand our service to Sensory Impaired groups.

The main duties of the post are:
— to be a resource for Area based staff on work with Visually Handicapped people.
— to encourage and participate in the development of services for this client group.
— to carry a small caseload.

We are looking for someone with at least 2 years post-qualifying experience who has preferably already worked with Visually Handicapped people and who now wishes to specialise further with this often neglected and under-served group. The post provides a real opportunity to help improve our service provision in this area.

Social Workers
£8,661 — £11,373
Pro rata for Part-time posts

Social Work Service to the Health Service
Qualified Social Workers required to work in the hospitals in Greenwich.

Post 1 — 17½ hours
Are you interested in working in an active Geriatric Unit which is multidisciplinary and fully committed to rehabilitation and enabling resettlement in the community to be practicable? We require a part-time qualified Social Worker who can show that she/he is already interested in work with this client group and their families to join two other Social Workers working in the Unit and who can help and provide a good and innovative service.

Post 2
We are looking for a full-time experienced Social Worker for our Paediatric Unit based at the Brook Hospital. A small amount of adult work with children in the nearby military hospital will be included in the post. The successful candidate will be an energetic professional worker, preferably with both hospital and fieldwork experience with children and their families. The Unit is lively and go-ahead, fully multidisciplinary, where the social work contribution is valued and where there are good opportunities to develop social work with sick children, both acute and chronic illnesses. There is also work with 7-8 year old children and their parents, and knowledge and experience of this work would be an asset.

Post 3 — 17½ hours
We are looking for a qualified Social Worker to work at Goldie Leigh, a Health Authority Establishment for mentally handicapped children and young people which is soon to close. The Greenwich residents are due to move into a new development in the summer as part of the Community Care initiative and the worker will be very much involved with this move. Grache facilities might be possible. Our drivers desirable. Possibility of student supervision for suitable applicants. You would be joining a go-ahead department of four teams working in all the hospitals in Greenwich who work very closely with field work and residential colleagues. Supervision is seen as a priority and the teams are committed to developing new ways of working. For further information, telephone Lorna Stewart, Principal Social Worker (Hospitals), or Team Leader, Ida Basterup, for Posts 1 & 2, and Team Leader, Cathie Craig for Post 3. Tel. 01-555 5555 (Ext. 2545).

Application forms from: Director of Social Services, Lambeth Borough of Greenwich, 50 Woolwich New Road, London SE18 6HQ. Tel. (01) 854 5555 Ext. 3073.

DIRECTORATE OF HOUSING SERVICES
Estate Officers
£9,189 — £9,771

LOCAL SERVICES FOR LOCAL PEOPLE
If this is what you believe Housing Management should be and are prepared to bring your skills to Greenwich to help us achieve it, then we would like to meet you.

The work will be personally demanding and you will need to have had at least two years experience working with people in a housing related job.

We will be asking you to manage an area of around 700 properties, and to be responsible for the usual repair, rent arrears, caretaking supervision activities, but we also want that extra something that turns a Housing Officer into an important neighbourhood asset.

If you think that you have the personality, commitment, drive and can develop the knowledge to work effectively with your tenants to manage and improve the neighbourhood, then please apply.

Application forms from: Directorate of Housing Services, Lambeth Borough of Greenwich, Poppo Middlesex House, 50 Woolwich New Road, Woolwich SE18 6HQ. Tel. 01-554 5555 Ext. 3701.

Closing date: 21st June, 1985.

THE COUNCIL POSITIVELY WELCOMES APPLICATIONS FROM WOMEN, ETHNIC MINORITIES AND DISABLED PEOPLE

GREENWICH
People and Services First

PUBLIC APPOINTMENTS

Appear in
The Guardian
on Wednesdays

SOUTHALE BLACK WOMEN'S CENTRE
is looking for an
EMPLOYMENT WORKER
(ASIAN LANGUAGE IS ESSENTIAL)

Knowledge of Welfare rights desirable. Funded by S.L.C. until March 1985. Salary approx £9,500.

For further details and job description, write to Southale Black Women's Centre, 35 Northside Avenue, Southale, Middlesex, or ring 01-843 5575 / 01-874 5175. Closing date for applications 17th June.

Assessment Officer
(Ref H99)

Salary: £8,772 — £10,362 p.a. Incl. (subject to a Review of the Section)

The Housing Directorate of the London Borough of Lambeth has to tackle a number of complex housing problems as well as those other issues facing a multi-racial inner city community. The Special Housing Services function recognises the need to maintain and develop the concept of care within the community in order to meet the increasing needs of groups such as the homeless, the mentally ill, the handicapped and the elderly.

As an Assessment Officer you would join the team who are responsible for the interviewing, visiting and assessing of the homeless, the potential homeless and waiting list applicants.

You must be capable of working in a highly pressured environment where excellent communication skills are indispensable not only when dealing with applicants but also Government Departments, Advice and Law Centres and landlords. A sympathetic, firm and flexible approach is essential to deal effectively with applicants in sensitive and emotional situations.

You should have relevant experience of interviewing in a stressful environment but more important is the ability to display a sound understanding of the demands and needs for housing by the homeless within an inner city multi racial community. A knowledge of the Housing (Homeless Persons) Act 1977 is desirable. We would be interested to consider applications from individuals who wish to work on a part-time basis under the council's job share agreement.

Closing date: 17 June, 1985.

A part-time opportunity for a Personnel Officer
17½ hours per week
(Ref H97)

Salary: £4,575 — £5,436 per annum inclusive (£12 — £25.95 per hour)

We require a Part-time Personnel Officer to join our small team providing a comprehensive personnel service to the Directorate of Housing.

Lambeth is the forefront of decentralising its services and the Housing Department is currently undergoing a period of intense development and change, where the Personnel Department is playing a key role in the implementation.

We wish to recruit a Part-time Personnel Officer to cover the full range of services to two of the Sections which have been decentralised, particular emphasis in the work will be placed on ensuring that the professional services of the department relate directly to the needs and pressures of staff and services operating in this large multi-racial borough.

Your work will be extremely varied but in the immediate future you will be particularly involved in industrial relations, recruitment and selection and providing advice and support to local managers in all aspects of the Council's personnel policies and practices including Equal Opportunity policies and initiatives.

We wish to appoint someone who:
— can demonstrate an understanding of the full range of personnel duties, particularly industrial relations.
— is able to respond to the pressures on the department which require flexibility, imagination and communication skills.

Whilst not having previously worked in a personnel department, can show an awareness of the issues that are involved in such a post and be able to respond positively to the changing needs of this large diversified organisation.

Appointments to this post will be made in line with the Council's Job Share Scheme.

An opportunity to use your administrative skills & obtain sound personnel experience
(Ref H98)

Salary: £8,772 — £9,510 per annum inclusive

In addition to the above post we are looking for someone to head and organise the Administrative Team within the Personnel Section.

Your work will be a combination of the supervision of the administrative work and undertaking some of the professional duties of the Section. This is an ideal opportunity for someone with sound administrative experience and supervisory skills who now may wish to obtain experience and training in personnel work.

The person appointed will need:
— An understanding of the role of the Personnel Department in a large diversified organisation.
— Be able to respond to the pressures on the Department by co-ordinating the tasks and the staff within the Section in an efficient and supportive manner.

— To use his/her understanding and awareness of a multi-racial inner city environment to apply the Council's Personnel policies, including Equal Opportunity, at a practical level; given that a large amount of the work involves constant contact with the public and staff.

Individuals can apply for job sharing.

In addition to the provisions of the scheme, Lambeth's Conditions of Service include the equivalent of more than five weeks annual leave and a Season Ticket Loan or Car Allowance.

Closing date 25 June, 1985.

Application forms and further details are available from the Personnel Division, DHPS, London Borough of Lambeth, 1st Floor, Hambrook House, Porden Road, London SW2 and by telephone on 01-274 7722, extension 2053.

As part of Lambeth's Equal Opportunities Policy, applications are welcome from people regardless of race, creed, nationality, disability, age, sex, sexual orientation or responsibility for children or dependants.

LAMBETH
SERVICES WELL WORTH DEFENDING

GENERAL

NORTHUMBERLAND COUNTY COUNCIL

SENIOR ADMINISTRATIVE OFFICER

SCALE 901 £9,477-£10,107 p.a.

The successful applicant will be responsible for planning, implementing and reviewing arrangements for school transport in Northumberland.

School transport is a vital part of the Education Service. The postholder will have day-to-day responsibility for the control of the revenue budget (in excess of £5m per annum). Of primary importance will be the review of transport network to ensure they reflect rapidly changing population changes and are cost effective. You will need to work closely with officers in the County Joint Public Transport Team, Transport Operators and Roadside Services. Applicants should have experience in review and analysis of complex problems. Whilst this experience will be obtained from a variety of backgrounds, the post would be particularly suitable for a graduate with a few years experience in transport planning and who is keen to broaden their experience. Membership of the Chartered Institute of Transport would be an advantage. The present post holder has been appointed to a senior post in the County Supervisors Department.

For application forms and further details please ring Moragh 10670-314540 ext 3653. Closing date: June 11, 1985.

EDUCATIONAL SERVICES FOR UNEMPLOYED ADULTS

DEVELOPMENT OFFICER

Will be responsible for developing educational opportunities appropriate to the needs of unemployed people and establishing a resource service and training for relevant staff and volunteers. The officer will work in close association with the County Technical College, Community Education Staff, the LEA Advisory Service, Resonance Studios and Voluntary Organisations.

The appointment is for 2 years beginning September 1, 1985 or on an interim basis. Successful candidates must have relevant qualifications and experience will be sought.

Salary £8,910 (on Borough FE Scale) £11,000 (on County FE Scale). Conditions of Service for Local Authorities APT and C Staff.

Further details and application forms, returnable June 31, 1985, send a.s.c. to Director of Education, County Hall, Newcastle, Northumberland NE1 1EP.

Project Leader
for new

Alternative to Custody and Care Programme

Camden

Social Workers, youth workers and others experienced in working with and on behalf of children in trouble, are invited to apply for this post in a new and exciting joint venture between Save the Children Fund and the London Borough of Camden.

Creativity, imagination, organisational ability and resource effectiveness in changing the attitudes of decision-makers are amongst the qualities sought for this innovative project. The major aim is to utilise existing facilities in the Community, to provide credible and effective programmes as alternatives to custody and care. Staff will act primarily as advocate, counsellors and intermediaries between young people in trouble and those who control access to local resources.

Candidates will be expected to demonstrate experience in similar settings and a thorough understanding of the operation of the juvenile justice and care systems. Salary: £02-£10,404 to £11,025 + £1,248 London Weighting. For a discussion about this post phone Mike Bernstein on 01-743 3311.

For application form and job description please write, enclosing s.a.c., to: Maureen Muddell, Personnel Officer, The Save the Children Fund, 17 Grove Lane, Camberwell, London, SE5 8RD.

Closing date: 21st June 1985.

Save the Children

ROYAL COLLEGE OF GENERAL PRACTITIONERS

FACULTY LIAISON OFFICER

Salary in the range £7,500-£9,100 inclusive of London Weighting

The College has a membership of nearly 13,000, located in Faculties or regions throughout the country. A new position has been created to take responsibility for the liaison between the Faculties and the College headquarters and for the development of future Faculty development.

Other duties will include the administration of the Faculty Development Fund and the organisation of the Annual Faculty Secretaries' Conference. The successful candidate will be enthusiastic and energetic with a strong interest in PR/ Administration. The post will be based in London but will involve some travel throughout the Faculties.

Telephone 01-561 3232 extension 201 for an application form and further details of the College.

Social Services Department
Redditch Council for Voluntary Service

REDDITCH PARTNERSHIP PROJECT

This exciting one-year project aims to stimulate community involvement and inter-agency co-operation Redditch, a New Town where the population has doubled its size to 74,000 over the last 20 years.

Both agencies are keen to explore means of planning services in partnership and to spearhead this approach require a

Project Community Worker
In sympathy with this Philosophy

and with relevant experience and qualification To work 35 hours per week. Salary £6,200 — £8,343 (level 1 or 11 according to qualifications and experience).

Further details and application forms from: Mr. D. Boynton, Team Leader, Redditch Area Social Services Dept., Smallwood Health Centre, Redditch, telephone 60121, ext. 255 or Mrs L. White, General Secretary, Redditch Council for Voluntary Service, Ecumenical Centre, Redditch, Tel. 68403.

Closing date 19th June, 1985.

Hereford and Worcester County Council

STONHAM HOUSING ASSOCIATION
WORTHING BRANCH

SENIOR PROJECT WORKER

Salary £7,524

To be responsible for the local management committee for the running of a new housing association in Worthing for the housing of the mentally ill. Ability to manage staff and motivate the residents towards independent living essential.

Application form and further details: Stonham Housing Association, Room 27, 2nd Floor, Regent, Surrey RG2 7AQ. Tel. 0732 22947. Closing date 21st June, 1985.

If you want a job, or a better one, in a university, poly,

school, or college, read Education Guardian every

Tuesday... and go straight to the top of the class.

YOU CAN FIND IT IN THE

GUARDIAN

LEEDS CITY COUNCIL
Department of Housing Management
Re-advertisementRACE RELATIONS OFFICER
HS 2405001

PO1 £10,716 to £11,562

The City Council's Equal Opportunities policy aims to provide an appropriate Housing Service to all ethnic communities. The Department of Housing is responsible for 54,000 properties, managed through 58 local offices.

The Department is at present reviewing its policies towards the ethnic communities and seeks to appoint a person who will advise on the co-ordination and formulation of these policies throughout the Department.

The postholder will co-ordinate a team of five other staff. This post is related to specific areas of work, i.e. Monitoring, Advisory, Welfare, Renewal and Housing Associations and will be targeted on the particular needs of ethnic groups.

Applicants should have a commitment to the provision of public sector housing to ethnic groups. A comprehensive knowledge of the issues of housing and race and the Race Relations Act 1976, a knowledge and commitment to monitoring within the Housing Service, and experience of dealing with the problems of ethnic minorities are essential. This post carries a casual car user allowance and it is desirable that applicants are car owners and have a clean driving licence. Assistance will be given with removal, legal and lodging expenses in approved cases.

Previous applicants need not re-apply at their application will be taken into consideration.

Application form and further details available from: Mr. G. Anderson, Personnel Officer, Department of Housing, Dudley House, 123 Albion Street, Leeds LS2 8PP.

Department of Industry and Estates
AREA BASED ECONOMIC
DEVELOPMENT POSTS
(ETHNIC MINORITIES)

The City Council wishes to see its Equal Opportunities Policy reflected in both its service provision and staff employment procedures. The Department of Industry and Estates, which is responsible for business and training development and job creation and job defence, fully supports this policy and is seeking to appoint to the posts shown below.

The posts are part of an initiative to improve the delivery of the department's services to the Ethnic Minorities Communities which exist within Leeds.

A total of five posts are available which will be attached to the area teams within the department, and based at area offices in the East, West and South of the city.

These posts are to be established to respond to the special needs of Asian Communities (two posts at SO2, and one post at SO1) and two posts to respond to the special needs of the Afro-Caribbean Community (one post at SO2 and one post at SO1).

The post holders will be responsible for business development, training and employment projects. As some of these projects are concerned with provision for ethnic minority women, applications from women are particularly welcome.

Applicants for posts related to Asian Communities should indicate those languages which they can read and/or write.

Salary scale: SO1 £9,477 — £10,107, SO2 £10,404 — £11,025. The posts carry a casual car user allowance and assistance will be given with removal and lodging expenses in approved cases.

Application forms and further particulars for the above posts are available from Mr. T. Dobson, Personnel Officer, Department of Industry and Estates, Selousfield 20, Headrow Buildings, 44 The Headrow, Leeds LS1 5EA or telephone (0532) 463164.

Closing date: 20 days from publication of this advertisement.

LEEDS IS AN EQUAL OPPORTUNITY EMPLOYER.

Jewish Blind Society

HEAD OF HOME
Resident/Non-Resident

The Society is opening a new London Home for 36 elderly, visually handicapped people in the early autumn. The Home is situated in Hampstead, NW3, and is built to the highest specifications. An extension will be added at a later date.

Applicants are required to have experience in working with the elderly and of staff management. If required, in-service training will be provided for the additional needs of the visually impaired and physically handicapped. Applicants should be sensitive to the needs of the elderly and be able to use initiative and imagination in providing a high standard of care. The philosophy of care will be aimed at maintaining the maximum independence of residents.

The successful applicant will commence employment in June in order to assist with preparations concerned with the commissioning of the Home. Accommodation is a new one-bedroom bungalow within the grounds of the home. A non-resident appointment would involve sleeping in on rota. An attractive salary commensurate with qualification and experience will be paid.

For informal discussion and/or application form and job description, please contact: Miss R. Miller, Director (Administration), Jewish Blind Society, 221 Golders Green Road, London NW11 9DN, Tel 01-458 3282.

Re-advertisement. Previous applicants need not re-apply.

PROJECT
WORKER

Southampton branch of Stonham Housing Association is seeking a full-time Project Worker for a range of accommodation for ex-offenders managed in conjunction with Southampton branch of HACRO.

Previous housing management or social work experience necessary.

Salary £7,065-£7,746; four weeks' annual leave plus expenses for use of own car.

Full job description and application form from:

Stonham Housing Association Ltd
9 The Avenue
Southampton
SO1 2SR

If you want to work in the Public Services... you'll find the widest range of jobs in The Guardian every Wednesday. Whatever you do, from Architect to Youth Worker, you could find the next rung of the ladder any Wednesday in The Guardian.

YOU CAN FIND IT IN THE
GUARDIAN

DEPARTMENT OF PROFESSIONAL & TECHNICAL SERVICES

St. Helens is a Borough with a population of 150,000. It has designated District status with substantial areas of derelict land and an urban fabric in need of renewal. At the same time it has areas of high quality agricultural land, commuter villages and is in a central regional location.

There has been a major restructuring of Local Authority Departments. The main outcome of planning has been the establishment of three Area Teams to deal with all aspects of development control and local plans. The following posts relate directly to the establishment of these Area Teams.

PLANNING ASSISTANT (AREA TEAMS) 3 POSTS

Scale 3/SO2 £5,922-£11,025

These vacancies have arisen because of promotion and early retirement. The posts are within the Area Teams, reporting directly to the Area Team Leader, dealing with the full range of development control, local plan and implementation work. Three Local Plans have been adopted and are being implemented with work progressing on two others. Almost 1,000 planning applications are received each year. Other work includes GLA/HAA schemes, environmental improvement projects, conservation area work and community refurbishment schemes. The variety of work provides good career opportunities for qualified planners to broaden their experience.

For an informal discussion, please ring Tom Ferguson, Area Team Leader, (0744-24061 Ext. 3117), or Terry Welch, Planning Officer, (Ext. 3143).

PLANNING ASSISTANT (BOROUGH PLANNING)

Scale 3/SO2 £5,922-£11,025

This post is in the group dealing with a wide range of strategic and policy planning and information systems. Current work includes employment analysis, housing policy development, environmental strategy, reviewing shopping policy, developing computer information systems. We are linked via a terminal to the County Joint Planning Information System.

Applicants should be numerate graduates with an interest and probably experience of policy planning. A flexible and imaginative approach is essential since a wide range of issues are likely to be covered. Initially, work may be mainly on housing. Experience in the use of computers would be an advantage. For an informal discussion, please ring Dave Standford, Assistant Planning Officer, on 0744-24061 Ext. 3223.

For application forms and further particulars contact Gillian Turner or Debbie Outton, on St. Helens 52120 / 52129, and return completed forms to the Personnel Service Officer, Chief Executive's Department, Town Hall, St. Helens, Merseyside WA10 1HP, by Friday, 28th June 1985.

As part of the Council's Equal Opportunity policy, applications are welcome from people regardless of disability, marital status, race or sex.

OFF CENTRE — HACKNEY ADOLESCENT COUNSELLING SERVICE

BLACK MALE WORKER

A confidential service offering individual group and family counselling to young people of 12-25 years, many of whom come from the ethnic minorities.

WORK WITH YOUNG PEOPLE LEAVING THE CARE OF THE LOCAL AUTHORITY

We need a second worker to assist in developing this service and believe that this can most effectively be provided by a male worker of Afro-Caribbean background. The person appointed will be part of a team and will liaise closely with the staff member who has developed the work over the past 6 years, and will be under the overall supervision of the project leader.

Responsibilities include individual and group counselling and further development of a service to meet the needs of young people leaving Hackney's care.

Relevant training, skills and experience in field or residential social work with young people in care is essential. Approximately half time would be spent on this specialist post and the remainder in other areas of work agreed with the Project Leader.

Salary scale 6, £9,552-£9,114 plus London Weighting of £1,248.

For informal discussion, information and application forms, please contact Patsy Paice, Project Leader, or Tina Murdoch on 01-262 4017.

Closing date for application forms: 28th June, 1985.

This advertisement falls within Section 5(2)(a) of the Race Relations Act, 1976.

City of Salford

CITY TECHNICAL
SERVICES DEPARTMENTASSISTANT CITY TECHNICAL SERVICES OFFICER
(CHIEF PLANNER)

Salary £18,387 — £18,326, Post Ref. 1978/G.

We are seeking a highly motivated Planner to head the Planning Division of the City Technical Services Department, following the retirement of the present postholder in June 1985.

Salford presents a stimulating challenge with opportunities for wide-ranging initiatives in its inner urban areas, docks and urban fringe. The City is a Partnership Authority, has an Enterprise Zone and sponsors a Groundwork Trust.

Applicants should have extensive experience of urban planning policies and programmes and a full knowledge of planning procedures. A planning qualification and membership of the ITP is essential, other qualifications an advantage. The Division currently comprises 80 staff and includes development control, policy, local plans, landscape, derelict land and building control sections.

The post offers a rare opportunity to lead a Planning Division, participate in the managing of a large multi-professional department and to demonstrate imagination and flair for the benefit of the future planning of the City.

An essential user car allowance is payable. Assistance will be given with relocation expenses in appropriate circumstances.

This is a re-advertisement as a result of the previously successful applicant obtaining the post of City Planning Officer at Liverpool.

Previous applicants wishing to be considered should re-apply.

Application forms and further particulars are obtainable from the Personnel Manager, City Centre, Chorley Road, Salford, Manchester M2 2SR (Ref: 01-563 3150), to whom they should be returned by 21st June, 1985.

We are an Equal Opportunities Employer.

Assistant Overseas
Personnel Officer

To assist with recruitment and selection of short-term emergency staff overseas, particularly Africa, and the computerisation of retrieval register. The position is a one year temporary contract from July/August which may be renewable. You will work as part of a small team.

IPM qualification preferred, some experience of overseas work essential or of recruiting for overseas posts. Capacity to learn and teach computer use to colleagues in Personnel Division is essential. Salary £7,980 pa. (UK taxable).

Please telephone for job description and application form to Oxford 56777, ext. 398.

Closing date for completed forms 17th June, 1985.

OXFAM IS AN EQUAL OPPORTUNITIES EMPLOYER.



BLACK HOUSING WORKER

ISLINGTON HOUSING RIGHTS PROJECT is a small independent organisation working with tenants, trade unions and co-ops towards the provision of good housing for all through community work, campaigning and research.

The worker will work with council tenants concentrating on issues to do with estate improvement and major repairs, including tenant consultation (particularly with black tenants who currently tend to miss out), heating campaigns, tenant control over contracts, and generally supporting campaigns by tenants groups for works to their estates.

All workers have anti-racist responsibilities and are responsible for taking up anti-racist issues.

Formal qualifications are not required, but experience (paid or voluntary) of housing or community issues would be valuable. For further information, application form and details on access, please phone or write to Islington Housing Rights Project, 128 St. John's Way, N15. Tel: 01-272 9447.

Salary: £10,448. Funded by the London Borough of Islington until March 1986 and thereafter subject to annual review. Closing Date: Friday 21st June.

Race Relations Act 1976 section 5, 2(D) applies.

STOKE NEWINGTON COMMUNITY CENTRE
requiresQUALIFIED
YOUTH WORKER

to develop work at the centre in the junior and senior youth clubs and daytime Unemployment Project. Staff must have skills and experience in working with various ethnic minority communities.

Staff will lead a small team of part-time workers as experience in staff management and administration is necessary.

Salary Scale 31. £8,904-£9,882.

Details and application forms from:

SNCA LIMITED
61 LESWING ROAD, N16

Closing date 21st June, 1985.

SNCA Ltd. is an equal opportunities employer.

BATTERSEA
CHURCHES
HOUSING TRUSTDEVELOPMENT
MANAGER

£11,000-£12,000 plus
car allowance

required to manage overall development function. BCHT has 650 units in management with ongoing programmes. Mainly rehab, but increasing proportion of new build and special projects. Task includes contract management and some buying.

Successful applicant will join a team of three. Experience of housing association work essential, coupled with flexibility and innovation.

Apply in confidence for application form and job description to: David Thorpe, 367 Garratt Lane, London SE18 4DX.

BCHT is an Equal Opportunities Employer. Job sharing a possibility.

OUR JOBS ARE OPEN TO ALL RACES, BOTH SEXES, LESBIANS AND GAY MEN AND WE HAVE A POSITIVE ATTITUDE TOWARDS THE EMPLOYMENT OF DISABLED PEOPLE.

Closing date: Friday, 21st June, 1985.

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Administrative
Officer-Finance

Team management
£10,000 Central London

The Housing Corporation is a progressive organisation which promotes, funds and supervises registered housing associations, working with them to provide homes for people in need. We currently administer a budget of around £220 million as well as providing guarantee facilities of £126 million to the voluntary housing movement.

We require an Accounts Supervisor for the finance team, which funds associations operating in London and the Northern Home Counties. Key duties include: monitoring and checking loan and grant applications; processing financial information; maintaining accounting records.

You must have the potential to supervise staff and work with the minimum of supervision yourself. A background in housing finance as well as an awareness of computer based systems would be an advantage.

We offer an attractive salary plus comprehensive benefits which include an excellent index-linked pension plan and flexible hours.

Please write with full career details to Mike Steele, Finance Officer, The Housing Corporation, Waverley House, 7-12 Noel Street, London W1V 3PB.

Closing date: 19 June.

Islington
Personnel

RACE RELATIONS ADVISOR

Grade SO1 Salary £10,725-£11,355 (REF. PE 65)

Islington requires a Race Relations Advisor in the Equal Opportunities Unit of the Personnel Department to contribute to the further development of the Borough's Equal Opportunity Employment Policy, with regard to race.

Candidates must have had two years' experience of working (paid or unpaid) with black or other minority racial groups to achieve race equality objectives. Of this at least one year should have been in employment or personal.

Candidates should also have had experience of dealing with employment issues related to the needs of black women. Applicants are required to demonstrate the following skills and abilities:

- (a) Monitoring of employment procedures;
- (b) drafting reports on employment policies and strategies;
- (c) understanding the implementation of equal opportunities policies in large organisations;
- (d) establishing, maintaining and critically analysing records on race;
- (e) identifying training needs and running appropriate courses.

Candidates should also demonstrate their commitment to all areas of the Equal Opportunities Employment Policy.

It is desirable that applicants speak a local minority language.

Applicants must describe fully on the application form their abilities, skills and knowledge as they relate to this post.

Please telephone or write for an application form and further details to: Director of Personnel, London Borough of Islington, Northway House, 25/25B Upper Street, London N1 1PL. Telephone: 01-265 8800 (24-hour answering machine). Closing date: Friday, 21st June, 1985.

OUR JOBS ARE OPEN TO ALL RACES, BOTH SEXES, LESBIANS AND GAY MEN AND WE HAVE A POSITIVE ATTITUDE TOWARDS THE EMPLOYMENT OF DISABLED PEOPLE.

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Closing date: Friday, 21st June, 1985

2 YEARS IS A WORTHWHILE STRETCH...

Ealing's Residential Services Division is strongly committed to a policy of professional development of its staff at all levels. This involves structured supervision, regular appraisal and professional training.

Each year a number of our colleagues are sent on full-time secondments to obtain professional qualifications, and we therefore have opportunities for local appointments (2 years). If you have about career development accord with ours, then read on.

LOCUM OFFICER IN CHARGE: GRADE 6 (Ref 839SS)

£9,771-£10,764 pa incl
7 Mattock Lane, W5

This is a children's home, situated in a spacious Victorian house in central Ealing, catering for up to 12 emotionally disturbed adolescents of both sexes. We employ group-work techniques to help clients gain insight into their own problems and to help them make more useful and constructive relationships.

We would expect applicants to visit the unit informally to meet the staff team. Please telephone 01-579 7763 for further information and to arrange a visit.

LOCUM OFFICER-IN-CHARGE: GRADE 6 (Ref 840SS)

£9,771-£10,764 pa incl
Wolfe Lane, 275 Hanworth Road, Hampton

This is an out-of-Borough long-stay children's home, working with up to 17 adolescents of both sexes. We employ group-work techniques to help clients gain insight into their own problems and to help them make more useful and constructive relationships.

For further information and to arrange an informal visit please telephone Peter Connolly, Officer-in-Charge, 01-579 2950.

LOCUM DEPUTY OFFICERS-IN-CHARGE: GRADE 5 (Ref 841SS)

£8,919-£10,452 pa incl (2 posts)
The Orchard, 33 Cromwell Road, Teddington

This is a children's home with educational facilities on the premises which caters for a mixed client group of 10 adolescents. A proposed move to another site in Ealing as part of a multi-functional complex is envisaged.

We work in a non-confrontative manner, handing back to the client the responsibility for their actions and behaviour. For an informal discussion and to arrange a visit please contact Keith Sheeh, Ian Peckridge or Mike Kelly on 01-577 6348.

FOR EACH APPOINTMENT...

Experience of working with difficult adolescents is essential, and a social work qualification is desirable. Each home uses a team approach to work and emphasis is made of good communication and sharing responsibility. Successful candidates will undertake professional supervision as part of team and individual development. Please quote appropriate references. Closing date: 21st June, 1985.

Applications from employees of the GLC and MOCs with relevant experience will be welcome.

Application forms obtainable from the Personnel Office, Room A/204, Town Hall Annex, New Broadway, Ealing W5 2BY, Tel 01-540 1995 (24-hour service).

All salaries are inclusive of London Weighting Allowance. All posts are open to male and female applicants unless otherwise stated.

Special consideration will be given to disabled persons whose qualifications and/or experience are relevant to the post for which they apply.

Ealing
London Borough

INNER LONDON PROBATION SERVICE

SENIOR ADMINISTRATIVE OFFICER (FINANCE)

(Salary: £12,369 - £13,923 incl)

Applications are invited from suitably experienced candidates for this challenging Management post based in SW1, which becomes vacant in September, 1985, when the current post holder retires.

The successful applicant will have responsibility for the provision of a full range of financial services to this large and dispersed social work Service, which employs 1,100 staff.

Essential to the post is the ability to help formulate financial policies and to organise the work of a Finance Department, comprising eleven staff, to meet both the complex operational needs of the Service and the financial regulations that govern it.

Applicants should have a sound educational background and several years' management experience in Finance, preferably in the public sector, and ideally some familiarity with computerised management information systems.

Generous Conditions of Service similar to Local Authorities. ILPS is an equal opportunity employer. Application forms and further information available from the Personnel Department, Inner London Probation Service, 73 Great Peter Street, London SW1P 2BN (Telephone: 01-222 5856).

Closing date: Two weeks from the date of publication of this advertisement.

TRAINING AND DEVELOPMENT ASSISTANT PRINCIPAL OFFICER
(Re-advertisement)
£13,680-£14,687

This key post has been created within the Department of Personnel and Management Services to provide a full training and development service.

Supported by a team of professional staff, the postholder will plan and implement training programmes to meet a wide variety of needs within the Council's departments, including the introduction of new technology, employee development and youth training.

Ideally, the successful candidate will be educated to degree level and will have a relevant professional qualification (IPM or equivalent). A proven record of achievement in training and development, together with an innovative approach to the design and presentation of training programmes, is essential.

Application forms and further details are available from the Director of Personnel and Management Services, City of Edinburgh Council, City Chambers, High Street, Edinburgh EH1 1PL. Tel: 031-225 2424 Ext 6410.

Closing Date: 21st June 1985.

Edinburgh District Council is an equal opportunity employer. Applications are invited from women and men, from all sections of the community, irrespective of ethnic origin, disability or sexual orientation, who have the necessary attributes for the post.

IMPROVING SERVICES - CREATING JOBS
City of Edinburgh

CORPORATE PLANNING OFFICER

Salary range £5,895-£9,771 p.a. inclusive.
Required to work in the Corporate Planning Unit on the review of the policies, performance and operations of the Council Services. Applications are invited from mature graduates, preferably with a degree in economics or an appropriate discipline, with an understanding of statistics. Starting salary dependent on qualifications and experience but applications from graduates or final year students will be welcome.

Hillingdon is to the West of Greater London, borders on Bucks and Herts, yet offers easy access to London. Flexitime is worked. Application forms and further details, quoting reference number CS21/25, available from the Personnel Division, Civic Centre, Uxbridge, Middlesex, UB8 3UW. Telephone: Uxbridge 30589 (24 hour answering service available). Closing date 26th June 1985.

Applications from disabled persons will be welcomed.

DEPARTMENT OF PLANNING AND ARCHITECTURE

Group Planning Officer

RESEARCH & INFORMATION GROUP P09-12
£23,982-£25,815 per annum inclusive

Newham is an Outer London Borough which exhibits all the characteristics and challenges of the Inner City.

The Government's own analysis of the 1981 Census showed that Newham had the second highest concentration of urban deprivation of all the 365 local authority districts in England and Wales. At the same time the Borough has many strengths. It contains the Royal Docks, the largest part of the London Docklands area and a fast growing new community in Beckton as well as a diverse range of cultures. Approximately 50% of the Borough's population are of Indian, Pakistani or African-Caribbean origin, one of the largest ethnic minority communities in Britain.

The Council has a very active and progressive Planning Service within which the Research and Information Group plays a vital role. Current responsibilities of the Group include: analysis of census information for the Council; population projections; household surveys; major reports on Newham's ethnic minority communities; vacant land survey; the Department's PLANET computer, and analysis of development control decisions; and research input to the Council's overall Borough Planning Statement and Local Plans.

We are looking for someone to lead the Group and who will make a positive input to the Department's work, working closely with the Policy Group, Local Plan Groups and Development Control Group.

Candidates should have: the ability to manage and motivate professional staff; a good understanding of the role of research and information in a planning department in a multi-racial inner city area; and a thorough grounding in the relevant technical skills particularly the use of computers in planning, statistics, survey techniques, information management, monitoring and policy analysis.

If, after receiving job details, further information about the post is required please telephone John Burrows, Assistant Director of Planning on 01-473 1430, extension 3580.

For an application form and further particulars please write to the Chief Executive's Department (Management Services Division), Town Hall, East Ham, E6 2RP, or telephone 01-471 0619 (24 answering service). Please quote reference: ASC11. Closing date: June 21, 1985.

LONDON BOROUGH OF NEWHAM

An Equal Opportunities Employer

PSI

Policy Studies Institute

Applications are invited for three posts:

1. A Research Assistant on Arts Policy. PSI has an expanding programme of research on the arts, and a Research Assistant is needed to join the arts team. Applicants should have a good first degree in economics or other relevant subject, and experience of research would be an advantage. Initially for nine months, the post involves collecting and analysing data. Salary in the range of £7,200-£9,600.

2. A Research Officer to work on Arts Centres. For this study of the organisation and activities of arts centres, and of their economic importance, experience of survey work is essential. The post is for 15 months and involves considerable travel. Salary in the range of £11,000-£12,000 p.a.

3. A Research Fellow to work on studies of Youth Employment and Unemployment. This post also involves joining in developing new research in the field of employment policies and vocational training and education. Research experience in social sciences and a committed interest in this field of research are essential. Salary on university lecturer scales depending on experience.

Applications with full CV to: Policy Studies Institute (Recruitment), 100 Park Village East, London NW1 5SR, from whom further details are available. Closing date: 28th June. PSI is an Equal Opportunities Employer.

Finance and Administration Manager

Crystal Palace National Sports Centre

A vacancy exists for a Finance and Administration Manager (graded Higher Executive Officer) to be based at Crystal Palace National Sports Centre in Norwood about six miles east from Central London.

The responsibilities of this position centre on the implementation of effective financial and administration systems; preparing annual revenue estimates and monitoring income and expenditure; preparing and analysing statistical and planning information; and supervising the work of staff. Additional responsibilities cover security, the issuing and allocation of tickets for spectator events; the reconciliation of ticket sales and the implementation of Health and Safety legislation.

The successful candidate will have proven experience in the financial field, and whilst it will not be necessary to be a qualified accountant, some knowledge of accounting for a professional qualification will be an advantage. Experience of administrative/office arrangements as well as general administrative experience is essential.

The salary includes an allowance for frequent weekend and evening duties, an Intermediate London Weighting and pension allowance and is in a scale rising from £11,356 to £14,149 per annum.

Further information and application form (quoting Reference SS71/14) available from Paul Burgh, Personnel Unit, The Sports Council, 16 Upper Woburn Place, London WC1H 0DP. Closing date for applications: 20th June, 1985.

AN EQUAL OPPORTUNITIES EMPLOYER

SPORTS COUNCIL

Moors Community Housing Association Ltd

require a

SENIOR EXECUTIVE

who must be a qualified accountant, have interest in housing and have skill in personnel.

Salary £14,000 p.a. scale.

Write giving full c.v., by 13th June, to:

The Chairperson, M.C.H.A., 20 Spilott Road, Cardiff CF2 2BZ

Phone 0222 462142 for job description.

PETROS COMMUNITY TRUST LIVERPOOL

has several vacancies waiting for

FULL-TIME VOLUNTEERS

to live and work at our inner city hostel for the single homeless. Full board provided plus £21 per week. 2025 years old preferred, minimum age 18 years.

Applications from refugees are welcome. Salary not less than £5,500 (Manager) £3,500 (Deputy Manager).

For job description and application form contact JEFFREY JERCOZALSKI on 01-834 5971.

Closing date: 21st June, 1985.

British Refugee Council, Greencoat House, Francis Street, London SW1

PROJECT MANAGER AND DEPUTY BRITISH REFUGEE COUNCIL

A Project Manager and Deputy Project Manager are required to manage a refugee community project of up to 50 workers.

Both will be required to work closely in the overall management and direction of the project. Applicants should have knowledge of African/Asian refugee communities.

DIRECTOR OF SOCIAL RESPONSIBILITY

The Church Army is a national charity with 350 offices seeking to meet a wide range of human need throughout Britain. It now wishes to recruit a new Director of Social Responsibility. This is a challenging post as Senior Manager for a variety of community-based projects and at present some 30 residential establishments for the elderly, the homeless and adolescents.

Applicants should have a vision for the growth of the Church Army's work amongst some of the most socially-deprived members of society, be ready to pioneer new initiatives and be able to share fully in the Christian aims and objectives of the Society. The Director will report to the Chief Secretary and be responsible for a large department of highly motivated, committed and well-qualified staff. The person appointed will also be a member of the Management Committee of the Society and be expected to participate in and contribute to its overall management and future planning.

Applicants will need professional social work qualifications and have had management experience at senior level, preferably within a statutory social work setting. They will be expected to demonstrate the capacity to operate at senior level within government, local authorities, the Church of England and the British Council of Churches.

The remuneration package offered will fully reflect the importance of this post and will take into account pension arrangements.

For informal discussion, please contact the Chief Secretary, Mrs. Michael Rose at the Church Army Headquarters (07-578 1235).

For a full job description of the work of the Church Army, please contact Mr. C. R. Mappett, Personnel Manager, The Church Army, Independence Road, London SE23 3LG (Telephone: 01-318 1235).

Closing date for applications: 24th June, 1985

Church Army

KENSAL NEIGHBOURHOOD TEAM SENIOR SOCIAL WORKER

£11,964 - £13,491 p.a. inc.

A professionally qualified and experienced Social Worker is needed to lead and supervise a team of five working in a patch office in North Kensington. The team provides the full range of statutory services in this deprived inner city area which is small enough to facilitate close contact with the community, allowing responses to local needs. In addition, preventative and community outreach work is well established and an interest in continuing the development of this approach to social work is important. You will also contribute as a member of the area's management group.

For informal discussion contact Alan Jones on 01-669 2453.

The Royal Borough of KENSINGTON AND CHELSEA

Application forms quoting Ref G679 from the Personnel Service, The Town Hall, Hornon Street, London W8 7NX. Tel: 01-337 8582 (24 hour answering service)

Closing date for applications: 24th June, 1985.

WE ARE AN EQUAL OPPORTUNITIES EMPLOYER

BROADWAY HOUSING

ARE PLANNING TO OPEN THEIR FIRST SHARED HOUSE FOR PEOPLE WITH MENTAL ILLNESS IN LONDON W14 IN OCTOBER 1985 and wish to employ a

HOUSING WORKER (AP5 - £9,200 pa inclusive)

to help provide a high standard of supported housing management, participate in co-ordinate statutory and voluntary service input, and contribute to the project's overall development. Applications are welcome from individuals regardless of race, age, sex, sexual orientation or disability.

For more information, project and job description and application form, contact Ann Foster - 01-748 9640, extension 3225.

Closing date: June 21, 1985.

Interviews: July 8, 1985.

Newport Action for the Single Homeless

DEPUTY MANAGER

£5,555 to £7,329 per annum

(Pay award pending)

NASH is a 38 bed project providing supportive accommodation for single vulnerable people. Main duties of the post comprise staff supervision, admissions, administration and liaison with other agencies to secure rehousing.

There is a shift system with some night cover shared between six staff.

Applicants should be car drivers and a CQSW or equivalent qualification is desirable, but not essential. Accommodation may be available and relocation expenses are negotiable.

Application forms and further details are available from The Secretary, c/o Room 108, Civic Centre, Newport, Gwent, NP9 4UR, (Tel: (0633) 211325) and should be returned by 24th June, 1985.

WESTMINSTER PLAY ASSOCIATION

are inviting applications for the post of

DIRECTOR

Starting salary: £13,137 p.a. incl LWA

Full details, job description and application form available from the WPA, 147 Church Street, London W2 1NA.

Closing date for receipt of applications: 1st July 1985.

The WPA is an Equal Opportunities Employer.

ASSISTANT SECRETARY

A Women's Sports Association is seeking a bright, self-motivated non-smoker to manage their HQ in SW London. The position demands strong initiative, dedication, good secretarial skills and the ability to tackle anything. Salary between £6,000-£7,000 p.a. negotiable. Application by letter with c.v., before June 7, 1985, to WSA, 245 Upper Richmond Road West, Seven, London SW14 6DN.

THE SAVE THE CHILDREN FUND

In conjunction with the DBSS Working Group on Asian Health, has launched the Asian Mother & Baby Campaign with the aim of improving the health of pregnant mothers and their children within the Asian community by improving communication links and the accessibility of the health services. We are now seeking a replacement for one of two Campaign Assistants who will be based at London HQ, but will need to travel within the UK. The appointment is currently funded until the end of March, 1986.

Applicants should be Health Visitors, Midwives or Social Workers with experience of working with Asian families in either a hospital or community setting. The identification of training needs and the development of briefing materials for health professionals will be a major part of this role. A driving licence is essential and the ability to speak one of the Asian languages would be an advantage. Salary will be £8,985 per annum plus use of car.

For job description and application form please contact:

Leonie Lanton, Personnel Officer, SCIP, 17 Grove Lane, London SE5 8RD Tel 01-705 5400

Closing date for applications is 21st June, 1985

Asian Mother and Baby Campaign

PROJECT MANAGER AND DEPUTY BRITISH REFUGEE COUNCIL

A Project Manager and Deputy Project Manager are required to manage a refugee community project of up to 50 workers.

Both will be required to work closely in the overall management and direction of the project. Applicants should have knowledge of African/Asian refugee communities.

WOODFORD BRIDGE PROJECT - ESSEX

PROJECT LEADER

£10,716-£11,562 p.a.
+ £657 p.a. London Weighting

The Woodford Bridge Project provides both residential care and community support services for mentally handicapped young people. This exciting project is currently planning to move from its present residential accommodation into "ordinary" houses in local communities, providing a continuum of care into adulthood. The project services are based on the principles of normalisation.

Due to the promotion of the present Project Leader, we are seeking to appoint someone who will have overall responsibility for managing the project development in close co-operation with local statutory and voluntary agencies. In addition to holding a relevant qualification, if you feel you have the drive, initiative, knowledge and expertise to manage the integrated residential and community components, then we would like to hear from you.

Inquiries to: Len Lofis, Project Leader. Tel: 01-504 2905 / 01-504 5733.

CLOSING DATE: MONDAY, 17th JUNE 1985.

16+ PROJECT LONDON

The 16+ Project is a team of Project Workers assisting young people aged 16+ who have been in care, or who are homeless, to prepare for independent living. We have good links with a number of Housing Associations who provide permanent follow-on accommodation.

The project has three existing minimum support units based in Barkingdale, Leyton, and Woodford Bridge, and our new unit in Hackney will open shortly.

Due to the project's expansion, and the promotion of two existing workers, we are able to offer the following opportunities to become part of a well established and enthusiastic team.

SENIOR SOCIAL WORKER

£10,404-£11,025 p.a.
+ £657 p.a. London Weighting

We are looking for a qualified (CQSW), enthusiastic and experienced worker who will undertake a supplementary management role within the project. Applicants should have experience in staff supervision, training and management, and have a commitment to developing new areas of work.

PROJECT WORKERS

£7,524-£10,107 p.a.
+ appropriate London Weighting (dependent on qualifications and experience)

1. Based at Southwood House, Barkingdale, Essex

2. Based at Dalston Lane, Hackney.

PART-TIME PROJECT WORKER

£3,009-£4,042 p.a.
+ £499 p.a. London Weighting.

Based at Dalston Lane, Hackney.

RELIEF PROJECT WORKERS

(Paid on a sessional basis to cover periods of sickness, holidays)

We would expect applicants for project worker posts to have experience in working with older adolescents and understand the philosophy of minimum support. The posts are non-resident and will include some sleeping-in duties and weekend work.

Informal visits to the project would be welcomed on the afternoon of June 28th. Please telephone Julie Clemens or Maureen Crouch on 01-551 0011. If you would like to attend or if you would like further details, formal interviews will be held on July 8th. The closing date for applications will be on June 28th.

Applications for all the above posts to: Elwyn Owens, Divisional Director, London Divisional Office, Tanners Lane, Barkingdale, Essex. Tel: 01-551 0011.

Barnardo's is a Christian child care organisation and offers conditions of service broadly in line with local authorities. Applications for posts are welcomed from persons irrespective of disability, marital status, sex or race. Transferable pension.

Barnardo's

LONDON BOROUGH OF EALING

DEPUTY OFFICER-IN-CHARGE (RSW5)

£9,919-£10,452 (dependent upon qualifications and experience)

MORE THAN JUST A RESIDENTIAL UNIT

An opportunity to share (with a Co-Deputy):

- in the leadership of a large team of residential social workers, providing a mixture of residential and day care placement, treatment and good care for up to 35 children and adults, the emphasis being on working with the family group;

- and in the preparation of a (small) group of young children for substitute family placements

TO TAKE THIS OPPORTUNITY

- you must be qualified (CQSW/CSS), experienced in working with families, able to offer staff professional supervision and contribute to the development of this unit which takes referrals from the whole Borough.

INTERESTED?

Then ring Mike Ambrose on 01-579 2434 ext 3237 for further information or phone for an application form - details below. Please quote reference 843SS. Closing date: 21st June, 1985.

Applicants from employees of the GLC or MOCs with relevant experience will be welcome.

Application forms obtainable from the Personnel Office, Room A/204, Town Hall Annex, New Broadway, Ealing W5 2BY, Tel 01-540 1995 (24-hour service).

Ealing

London Borough

The miners are back at work but the impact of the long pits dispute lives on. The effects, both good and bad, have been traumatic and not just among the miners. Jane Peters reports on the surge in marriage problems among some of the strikers' most loyal supporters while, below, Tony Heath tells the happier story of the woman who gave up being just a housewife and became an activist — and loved every minute of it.

A year in the life of a pit prop

THE miners' strike was the most momentous trade union struggle in Britain since the general strike of 1926. But, as the pundits and historians debate it in all its various aspects, there has been little or no public consideration of one of its most vital elements — the human cost to many of those involved.

During the strike, many of the women involved found a measure of participation and political fulfilment for the first time in their lives. However, the repercussions of the dispute are now being felt in many a household. Apart from the deprivation, impoverishment and burden of debts (up to £15,000 owed by miners and their families, there has also been an upsurge of marital problems within the pit communities.

As NUM area treasurer in the union's North Derbyshire area, John Burrows met the full force of these difficulties. "It was a frequent problem, with as many as one in six of those who came to see me experiencing very distressing marital problems."

Though he thinks that many of the cases he dealt with had serious problems before the strike, he also is sure that in other cases "the traumas of the strike were directly related to the break-up of the marriage."

Professional marriage guidance counsellors echo what John Burrows says. In Yorkshire, for example, workers in Barnsley and Doncaster report that there were increased numbers of miners and their wives visiting counselling sessions either as couples or as individuals.

Marion Brown, a counsellor in Barnsley, states that she had noticed a much larger increase in the number of couples experiencing marital upsets. Even though many families had sorted out their own problems, she said: "a significant number — more than usual — had approached the MGC directly." This view was confirmed by the MGC's organising secretary in Chesterfield, Shirley Grant, who revealed that, while it was difficult to quantify the numbers, "there had been a definite increase in the numbers of miners and their wives with



Dedicated support: a warm welcome for the men who took part in a three-day sit-in at Bettlesanger Colliery in Kent last June. Picture by E. Hamilton West.

problems exacerbated by the strike."

Interestingly, Marion Brown detected a rise in marital problems among supporters of the dispute, indicating that the problems reached out beyond the miners and their families. Whereas for the miners the cause of emotional breakdown generally stemmed from financial troubles, the turmoil for supporters was

often derived from the strike becoming an obsession which swallowed up their personal lives. Either way, their relationships lost out.

This suggests that in a labour movement still heavily male dominated, men who wanted the dispute to be won immersed themselves totally in the strike; the tasks of running the home, looking after the children, doing the work in the house were all left

to the women at home, whose support, both practical and emotional, was taken for granted.

Many of these women at home have felt that they were serving a term of confinement and have rebelled. The result has been that, in the aftermath of the strike, many male activists in the support committees that mushroomed around the country have been busily trying to get back to a

normality that no longer exists.

As one particularly active man in Chesterfield explained: "I didn't have a personal life any more. There was only the strike and everything else became submerged in it." The same man dwelled on how he had neglected his wife and kids to such a point that they heaved sighs of relief when he was no longer at home.

Other men, too, told how their home lives were virtually destroyed. Said one, describing meal times: "Tea-time was a daily atrocity. I was building up a video archive on the strike and during tea, every day for a whole year was leaping up and down to switch on the machine." His partner, who had been very supportive, found this unbearable. "When I wanted support or time to myself, he

was never around to look after the children. We used to share the household tasks and the care of the children. That went out of the door, with him, during the strike."

Har feelings were easy to understand. She was never consulted. There were no discussions about the scale of his activity. She was never asked how she felt, or even if she wanted to join the campaign. That, of course, would have

posed problems for him and would have involved him staying in, minding the children, doing his share. His wife was, instead, left at home, unable to see her friends, deprived of contact with the outside world and bereft of her identity. In this way, the strike, and the momentum it developed, reinforced the sexist assumptions existing in society at large.

As a result, the fight for a right to a job dehumanised people in their personal relationships. Now many personal relationships are in crisis. Men who were active during that long year are now otherwise preoccupied.

Although only a minority of those who put their all into the strike have been affected this way, it is still enough to have created a lot of wreckage. Nor did women activists escape the maelstrom. Indeed, Coningham is a leading member of the Chesterfield Women's Action Group, says that she has "seen evidence of enormous marital stress."

For herself, she feels that she did not give her children the attention they needed. "Every time my daughter wanted something, I'd say 'I'm busy' or 'In a minute'. That minute lasted a year. When the children wanted me, I wasn't there."

Tellingly, she described how the emotional input of many activists has left them drained and less able to cope with domestic problems.

The magnificent efforts of the women's support groups in the strike were a big step nearer that principle being achieved.

But the upsets and heartache resulting from the dispute show how much more needs to be done to win a recognition that women are people in their own right with their own identity and whose role is not purely supportive.

Whether the labour movement and male activists especially, will absorb fully this admittedly very negative lesson remains to be seen. Though many will deny it, very few in the long run will escape it.

Jane Peters

The miner's wife who found her voice and spread the word

"WE MAY not have had the victory we would like, but we stand together with pride." That sentiment, heard everywhere in coalfields where the miners' strike was solid, was easily explained when articulated in Durham or Yorkshire where collieries and communities huddle close to one another. When it is expressed by Lynne Cheetham, who chairs the women's support group at the Point of Ayr colliery in North Wales, the explanation is more complex — and in some respects more remarkable.

Just about every circumstance surrounding the Point of Ayr is markedly different from typical coalfield conditions. It is unique in ways which always nudged the miners towards a rapid return to work. Isolated by a quirk of geology, the pit's neighbourhood is holiday camps, golf courses and sand dunes — an industrial oddity in an area

where tourism is the major component of a fragile economy.

Some miners live 25 and more miles from the colliery which stands on the Dee estuary not far from a redundant lighthouse. The welfare hall closed years ago. The men at the pit were among the last in Britain to join the NUM forty years ago.

When the start many of the 600 men worked on, crossing picket lines in buses and waving £10 notes at their colleagues standing in the rain in March, 1984. When the Chief Constable of North Wales, David Owen, admitted that he had infiltrated plain-clothes officers among the pickets — ostensibly to identify any would-be troublemakers — it looked as though the strike would crumble.

Lynne Cheetham's husband Tony was one of the 84 who stayed out for the whole year.

He says that without the women that would not have happened. "Before the strike I was a housewife, plain and simple. I cooked, washed, looked after the kids and the house. Totally non-political," says Lynne. "Then the DHSS stopped our Giro and I knew something was up. The Government was trying to get at our kids. So I went out collecting with a friend. It took us a whole morning to raise £120 — £1 from a pensioner and the 20p from a window cleaner we sold a sticker to."

Unexpectedly, print workers arrived from London with a van full of food. They had been alerted by an insignificant paragraph in one of the nationals and someone remembered a holiday in North Wales. "Nervous, very nervous" — and apprehensive Lynne addressed her first public

meeting at the age of 34. The appeal was passionate and moving. The word spread, a new voice that commanded attention was emerging from a remote corner in North Wales.

Anne Scargill rang to invite her to tour the Continent. She went to the European Parliament in Strasbourg and won instant acclaim. In France she visited mining towns, raising thousands of pounds. "It was not the tourists' France I went to. I was in the coalfields and the industrial areas — the places people drive past quickly on their way south after they get off the ferry," Lynne recalls.

At Rouen she met trade union activists from the Renault car factory. Another link was forged and after the strike ended a deputation crossed the Channel and drove 250 miles to North Wales for a reunion of the Point of Ayr's supporters.

Ironically Lynne and her family — they have two children — were forced to act on Norman Tebbit's injunction to get on their bike long before he coined that memorable phrase.

They left family and friends behind in their native Lancashire when Hapton Valley colliery near Burnley closed four years ago and Tony transferred to the Point of Ayr. "We've done everything expected of us. We fought for our future for more than a year and we'll go on fighting," Lynne declares.

A few days ago Vanessa Redgrave visited the Cheethams. The two women sat in the kitchen and talked for a long time. Lynne believes the Point of Ayr strikers and their supporters achieved a sort of victory. "We walk with our heads up. The scabs look at their boots. It wasn't the sort we might have won, but we went

through the year with dignity." In the calm of her sitting-room, there's the uncanny feeling that the battle is over but the war goes on.

Lynne Cheetham is adamant that she will continue along the political road mapped out by her experiences during the strike. She's joined the local Labour Party so have a dozen of her colleagues on the Point of Ayr support group. "We all said that life can never be the same again. That sounds corny, but it's the truth and we mean it."

There's an unswerving commitment to the community. "The dispute brought working people from all round Britain and abroad closer together. That's how we survived. We've stood together and shown what we are capable of."

Tony Heath



Lynne Cheetham: "We stood together." Picture by Dorothy Heath.

'If the children feel they're getting love,' said the bus driver, 'then they will really feel free.'



Linda Blandford

FOR what it is worth, the appearance of the upper East Side of New York has improved somewhat over the last month. A fleet of new sanitation trucks has arrived

at last. The fat, white vehicles are everywhere, creeping in their snail-like way, along pot-holed roads lined with bulging, plastic garbage bags. These trucks hold a special fascination for the younger generations of Manhattan, held in thrall as they are by the romance of the journey ahead of all this rubbish. Not a private school child, reared on earnest books of recycled paper, that does not know of barges, chugging their inevitable way out to sea to dump the refuse of a million rotting meals.

So the streets are cleaner, even if the ocean is not. There is, as New Yorkers are fond of saying, no such thing as a free lunch. Or any lunch at all if we are not careful — but that is another story. Suffice to say that the sanitation trucks

have merely brought to the upper East Side more of the traffic problems menacing mid-town.

Every afternoon, as the whole of mid-town Manhattan comes to a standstill, the spectre of gridlock becomes more familiar. So thick are the milling armies upon the sidewalks that it no longer even makes any sense to get out and walk. Wasted minutes, wasted hours, restless New York's pet hate.

Private transport, therefore, is a huge growth industry: stretch limousines, are the mini-cabs of New York, everyone has a taxi, company's card by the phone. Hailing a cab on the street is now seen to be so onerous that a business deal is often done by maroon, plush-seated sedans, booked in advance. They charge an \$8 flat fee around mid-town — normally a \$25 ride. And then there is the matter of the private school bus.

The yellow school bus, some bigger, some smaller, all about \$750 a year, \$1,000 both ways: no parents aboard, ever. This is no mere journey from front door to school gate and back. This is a spiritual and emotional adventure. The driver is not there merely to avoid being crushed by city buses one side, gypsy cab drivers on the other and cyclists speeding towards him on the wrong side of the road.

The driver, like the baseball coach, is a mythic figure — part psychiatrist, part counsellor, part rabbi and something of a home-spun, philosophising guru besides. Just the usual heady New York mix. (Driver: "Sometimes the parents are too busy trying to work to support the lifestyle. But if the children feel they're getting love from the driver, then they will really feel free.")

At around 7.20 am on school days (and there are not many of those in the private school calendar), the yellow

buses start their routes. They draw up to a copied apartment building on the farthest reaches of Riverside Drive in the West, Yorktown in the East, collecting their first children from these distant outposts.

Bus companies — along with Lamaze births, breastfeeding, sibling rivalry and house-keeper employment agencies are something every Manhattan mother has strong opinions about. Some swear by "Doc" Winter and his Warriors, others by "Champs", short for Champions. "There are even mothers who, in search of emotional continuity, take grown children back to their old nursery school regularly at Christmas time so they can share meaningful exchanges with Walt, Jeremy, Bill, Bud or whomever."

Surprisingly, many drivers are still around years later. One of the most successful is Stephen Selby of Tottenham, Manchester and Staten Island. He went into business five years ago with his father-in-law Murray Rudkin, known to generations of bus riders as "Murray Christmas" and another jolly hero, Paul Benjamin.

After years of working for others — Murray, crinkled, loud, affectionate, wise, has driven school buses for 35 years — they were ready. They had one bus, two vans and they called themselves Selby Transportation. "I like the name," says Murray. "It sounds so English."

It is written proudly in black on the 34 buses they now operate. Selby, scooting along in his early morning school runs in winter,

summer camps in the long break, birthday trips to the Bronx Zoo, weekend outings to the Jersey shore, a busman's life is a full one.

"Children have beautiful conversations," says Murray. "They talk about everything." The bus driver knows it all: Who fought, who stayed out, who stayed over, who has a boyfriend for lunch. The trivial of Monkeys, Daddies and Cabbage Patch dolls is told to his ears. "There's this kind who's got no doll. One day, I heard her say, 'I had a Cabbage Patch doll but we had to send her back — she was terminally ill with cancer.' Kids, what they know."

If there is a discrepancy between the notion of these \$10,000-a-year schoolchildren in their Benetton sweaters, \$200 boots and hand-made sweaters from Maine, and the memory of young Stephen Selby of West Green Road Junior and Markfield Secondary Modern, who left school at 15 — well, the successful Mr Selby is not about to notice it.

"I happen to be very adaptable — I can fit into most societies," he said to myself. "They want service and they'll pay good money for it." I didn't know I'd have my own name up there but I had no fears about what I would do in life. And I'm proud that I don't have to rely on anyone."

He does, though. Every morning, he relies absolutely on the men he has hired. Some of the biggest celebrities in New York send their children to school with Selby; what is amazing is that they feel perfectly safe in doing so. (Not all, of course: one child was put on a bus so that she could have a normal life, and the bus was followed by a station wagon of grim-faced men.)

There is no true independence on this tight island. No wonder that for a five-year-old, it means at last being allowed to ride to school on a private bus.

"PEOPLE think that if you're involved in the Feminist Book Fortnight, ergo you're a lesbian. There's an eternal equation in people's minds of feminism with lesbianism. When asked for my views, I don't answer, because I won't be labelled." That's bookeller Alison Rimmer, a senior buyer at Heffer's in Cambridge, speaking with some irritation. She's one of the judges of the 20 titles picked for promotion in this year's Feminist Book Fortnight, ones which best represent the range and strength of feminist books published since last year's promotion. This selection has been criticised on the grounds that five of the eight novels chosen were lesbian, a comment that has angered all the judges: "We chose the best we didn't do a head count of which were heterosexual and which weren't."

There's an unswerving commitment to the community. "The dispute brought working people from all round Britain and abroad closer together. That's how we survived. We've stood together and shown what we are capable of."

Msprint Getting into the judges' good books

the Heffer's shops: 15 of them report to her directly. What remains above her now is the board. Would she move and start her own business? There's no doubt that what she likes is "the power of a large shop, when dealing with publishers and suppliers. I'm used to that." Starting off with small order surcharges does not have the same attraction.

Margaret Lally, on the other hand, is well used to the problems of small orders. Though she started her career — briefly — as an employee of Robert Maxwell, she spent four years at Dillons in London, before setting up on her own. She had been a buyer, and did not relish the thought of becoming a floor manager and then a shop manager. "That's the next step, and it's very much a question of giving up what you're good at, buying and selling — for administering it didn't appeal to me remotely. Lots of paper and worrying about people's holiday dates." By 1974, she and a former buyer from Dillons, Robert Macleod, realised we absolutely had to set up shop, and they opened up the Owl Bookshop in Kentish Town, moving later to larger premises in the same road.

Her colleague on the panel of judges, Deborah Winterburn, is the closest of all three to the book-consumption habits of the nation because she's a buyer for W. H. Smith.

She joined the company on the graduate trainee scheme. After two years in shops in London, she moved into head office as a buyer of general paperbacks, and has just changed her responsibility to arts and literature. "Women are well represented at the buyer level. Above that, though, there's one woman, a buying manager in toys. And there are very few female shop managers or deputy managers, while there are lots of women working part-time in the shops."

Most publishers of feminist titles would say that they have a dedicated band of followers, who look out for their imprints. Why bother then to run another feminist book promotion? Margaret Lally says: "It's true that the idea of books being chosen for promotion does work in their market place. Even literary shoppers get confused by the board. Would she move and start her own business? There's no doubt that what she likes is "the power of a large shop, when dealing with publishers and suppliers. I'm used to that." Starting off with small order surcharges does not have the same attraction.

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GUNSHOT WOUNDS TO THE HEAD...

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Hang on to the treaty you have

One point which the Pentagon must have stressed to President Reagan during the current argument about SALT II (the treaty of 1979 limiting intercontinental weapons) is that he is under no domestic political obligation to keep it. On the contrary, he was elected and re-elected with the "fatal flaws" of the treaty as part of his campaign baggage. If he wishes to maintain that US security and world peace (the two are seen as synonymous) will be enhanced by going outside SALT he is at liberty to do so. Even under Carter, the Senate refused ratification, and that refusal was reinforced by the invasion of Afghanistan. What has so far been salvaged is an informal agreement by both sides that they would stay within the terms of the treaty while negotiating a better one.

The idea that SALT II is flawed is not intellectually bankrupt. The treaty permitted both sides to fill out those niches in their deterrence systems which were not fully covered by the treaty's terms. It was in no sense a disarmament measure, leading to the "deep cuts" which both sides have insisted they want. It said nothing about intermediate-range weapons, which is why the Soviet Union was fully within its rights in switching to SS-20 deployments. (It was the West, incidentally, and not the Soviet Union, which kept theatre weapons off the original agenda.) Yet from the standpoint of a strategic planner, especially one based in Europe, intermediate weapons are part of the global armoury. Were the current negotiations in Geneva to get anywhere, which for various reasons is unlikely for some time, they would attempt to bring both species of weapon within a single comprehensive agreement. But leaving aside the veto on arms reductions which the Star Wars project has effectively applied, a stronger version of SALT II would require a lengthy overhaul by the Soviet Union of its existing strategic system, which relies more heavily than does the American on land-based missiles.

The precise point of cleavage within the US National Security Council is not yet known, although the argument has been fierce enough for a statement to Congress

to be postponed. There is a strictly military argument that the US has ample scope within the treaty and has no immediate need to go outside it. This relies on the ceiling of 1,200 multiple-warhead missiles which each side may deploy. The US is within 10 missiles of this limit whereas the Soviet Union lags by about 100. There is thus no numbers gap for the US to bridge, whereas a disavowal of the treaty would leave the Soviet Union free to expand its land-based force indefinitely. The military argument has to be settled soon, however, because the seventh Trident submarine, the Alaska, is due for sea trials in September. Unless an existing Poseidon submarine is simultaneously withdrawn the US will be over the permitted limit.

What is known from inside the National Security Council, and comes as no surprise, is that the State Department is on one side and the Pentagon on the other. Mr Richard Perle, the assistant secretary at Defence, has made it respectable in the US to campaign against virtually any arms control measure on the grounds that if the US is strong enough war will not occur. The argument against SALT at this point is that if the Soviet Union can live comfortably within its limits, as it has done, then it must be too permissive. Dislike among the European allies of so craggy a negotiating posture is dismissed as mere frailty. The State Department, however, cannot see things in quite that light. Mr Shultz has not publicly said so, but he would find it difficult to convince a large mass of European opinion that with 11,500 strategic warheads in its locker Washington is justified in snapping one of its few links with Moscow and challenging the Soviet Union to a new round of expansion.

Mr Shultz is right as he makes that assessment. Wherever the finer arguments about deterrence may lead, it will be damaging for the US to be seen to break a treaty which, though unratified, it has agreed to honour. But the stronger argument is wielded by those who refuse to be mesmerised by the finer arguments in the first place. There can be no strategic concept in which that number of warheads does not amount to an adequate deterrent force. If 85 per cent of them were destroyed enough would remain to devastate the Soviet Union. In justice to Mr Reagan it is that cataclysmic thought which has persuaded him to switch to strategic defence as the only way to get off the upward spiral. The conceptual and practical invalidity of Star Wars is, however, another argument: one thing the allies could well unite

about is the need, both political and military, to resist any move to throw away the SALT agreement until something is ready to take its place.

The next big union vote

Mr David Bassett's farewell address to his union conference was characteristically two-edged. The retiring general secretary of the General, Municipal and Boilermakers' Union took as his theme the failure of the TUC to give a lead during the miners' strike. That failure had contributed to the defeat of the miners and eroded the influence and authority of Congress. At which point (and typically) the TUC elder statesman spread the blame around. In part, but only in part, the defeat was due to the violence and politicisation of the strike and Mr Arthur Scargill's consequent failure to carry all his members. In part, to the miners' initial decision to tell Len Murray, then TUC general secretary, to keep out. But, in good part, said Mr Bassett, the defeat was down to the TUC itself. In the final months, Congress House made no attempt to exercise the authority it could have displayed.

For Mr Bassett, the movement should now re-establish the power of the TUC "to ensure that we are not picked off one by one by our hostile opponents." To translate that admirable aim into deliverable action, however, is the trick that will face Mr Bassett's successor when he joins other trade union worthies round the general council table. Look back twelve months and the GMBU does not come at all badly off out of the miners' fiasco. At an early stage the union started to make regular donations to the NUM fighting fund. Mr Bassett openly expressed disquiet about the aggressive tactics of Mr Scargill's new model army. Yet, once the Brighton Congress had passed, almost unanimously, its effusive resolutions of support, the GMBU demanded honest action.

The trouble with the Bassett analysis is that it does not explain why union members failed to respond, except in hyperbolic resolutions. Of course, some union leaders felt that Arthur had set himself up for a clobbering. Others felt that neither the Labour movement nor the nation would be best served by a victory for a man who elected to sell an industrial dispute as a violent, politically-motivated crusade. More important, perhaps, was the fact that (like

one quarter of the NUM membership) the great mass of the TUC rank and file was not prepared to ride into battle at the drop of a resolution. Railwaysmen, dockers, lorry drivers (and Mr Bassett's own power workers) ignored instructions about picket lines, normal duties and sympathetic stoppages. To put it brutally, those officials who endorsed militant resolutions did not speak for their members. And this was, inherently and unavoidably, a comment on the quality of union democracy: which plonks Mr Bassett's broodings back on his own doorstep.

Mr Bassett has chosen to step down early. So his union dodges the legal requirements for a secret, one-man-one-vote election for his successor. Instead, three worthy union bureaucrats will slug it out under an antique system which makes the Transport and General Workers look good. Voting will be by show of hands at ill-attended branch meetings. Then the entire branch block vote will be cast for the winner. It is unrepresentative, undemocratic and wide open to abuse. Above all, it divorces officialdom from the views of the rank and file. And that was why the TUC went wrong last year. The enemy of frailty for the unions isn't necessarily far away in more elevated councils. It begins at home, and it will only improve with the efforts of individual unions to recognise a problem, and to tackle it wholeheartedly themselves.

Unity after, and before

After months of delay for procedural reasons, Mr Robert Mugabe has finally committed himself by naming the dates on which Zimbabwe will choose its second independent parliament. Polling was originally meant to take place in March but could not because boundary commissioners were severely behind with their work; insofar as they had begun it at all. Even now the task of drawing up the new, one-member constituencies is far from complete, obliging Mr Mugabe to hold his June election on July 1 and 2 (the residual white community will choose its 20 representatives on a separate roll on June 27). His decision to allow just one week instead of two for nominations and three weeks rather than five for the official campaign was predictably attacked by opposition parties. In fact unofficial campaigning has been going on with increasing and sometimes violent intensity for at least a year, which

hardly makes this a snap election. In such a volatile political atmosphere as Zimbabwe's, making the hot phase of the election process as short as possible seems wise rather than devious.

Mr Mugabe takes his strongly dominant Zanu party into the last stretch on a modified and moderated platform. The emphasis has shifted from last year's strident call for a mandate for a one-party state to a plea for national unity, which is not so different from the national conciliation he called for at the time of independence five years ago. The Prime Minister already knew that the Lancaster House agreement constitution places legally insuperable obstacles in the way of one-party rule until 1990; he may now have realised that Zanu has no reason to fear losing its already overwhelming margin of control, which is firmly based on the loyalty and sheer weight of numbers of Shona-speakers. Further, in the months of procedural delay the drought has broken and agricultural and general economic prospects have been transformed. But there is an ominous shadow over this election all the same, from Matabeleland in the south.

This stronghold of the minority Ndebele-speakers remains the political fist of Mr Joshua Nkomo and his Zapu party, and the stamping-ground of "dissidents" who have never accepted Zanu's victory in 1980. Mr Mugabe has consistently opted for the military solution to this problem, with appalling consequences for the local population. The army is still there; and the government has once again extended the state of emergency in force since UDI in 1965, this time using the election as its excuse for retaining the white man's savage security laws. The addition of an all-out election campaign to the abiding tension in the region could, on past experience, prove highly dangerous. Meanwhile a significant number of whites who fled the country after Mr Mugabe came to power have begun to return from riotous South Africa and Britain alike, in an unconsciously ironic, backhanded compliment to Zimbabwe's prospects which Mr Mugabe sees as threatened by a small minority of trouble-makers. If the Prime Minister shows the same confidence over the next month and can rein in the violent secesses in Zanu and the security services, Zimbabwe could emerge from the electoral trauma greatly strengthened. If there is to be national conciliation, it should start here and now as the campaign begins.

LETTERS TO THE EDITOR

Miscellany at large

Sir, — Why does Michael Brown (Agenda, May 31) seek to besmirch the good name of the economics department at the University of York by including it on a list of his "supposed" economic departments in an article defending the Federation of Young Conservatives?

While a decade or more ago there were a few prominent members of the Institute of Economic Affairs in our department, this is no longer the case. A more accurate current reflection is a strong representation among signatories of the 1981 petition protesting against the Government's economic policies.

Like most of the departments on Michael Brown's list, this one seeks to provide a balance of different approaches to economics rather than a single one devoted to extolling the benefits of the market. Michael Brown says: "How times have changed." They have, but in the opposite direction to the one he suggests.

Yours faithfully,
(Prof) Malcolm C. Sawyer,
University of York.

Sir, — It's hard to tell from Roy Jenkins's chortle in his outburst (Letters, May 31, 23) whether he actually knows anything about parapsychology. In any case, there isn't much point in Stephen Oldfield taking the bet because if Mr Jenkins won't accept a single scrap of evidence amassed during parapsychology's first 100 years, he is unlikely to believe in it. None the less, the Koestler Foundation's final choice is a sad farce: a chap who seriously imagines that investigating PK between people and computers is of more interest, to humanity than finding out whether we survive physical death. Frederic Myers, though, should be living at this hour! — Yours sincerely,
Ian MacCormick,
Gloucester, Gloucestershire.

Sir, — You published (May 29) a letter from a Tony Bunyan of the GLC Police Committee Support Unit on the subject of the Commons select committee report on the Special Branch.

Mr Bunyan is an excellent local government officer employed by the GLC, but he is not an elected member and is not authorised to make political comments on behalf of the council. If the letter represents the view of the GLC, it should have been signed by either the leader, or the chairman of the police committee; or he could have written to you as a private individual. There used to be a clear distinction between the functions of elected politicians and public servants, with the latter required at all times to be impartial. The sooner that tradition is restored the better served will be the cause of democracy. — Yours faithfully,
(Cllr) Tony Judge,
GLC, London SE1.

Why surreptitious plutonium output fits the military bill

Sir, — Geoffrey Taylor's arguments (June 3) on the future of nuclear energy in Britain appear to be based on a less than full reading of the Siseval Inquiry transcripts, which is not surprising as few people have been able to keep up with the 340 days of evidence.

He argues that if the civil nuclear programme were shut down, it would not affect the nuclear weapons builders as purpose-built military reactors would be built for plutonium production. Perhaps so, but such an overt action, even by such dedicated supporters of nuclear weapons as the current Government, would inevitably increase anti-nuclear protest.

No government wants to cope with more Greenham, Moleston, Aldermaston, and Windscals than it needs to. Thus covert use of apparently civil nuclear activities is a much more politically adept way of using nuclear technology for military purposes.

This is why the international nuclear safeguards system is wary of nuclear export, and the obvious explanation of Britain's exclusion of safeguards inspectors at Windscale, exposed by Harold Jackson (May 29). — Yours faithfully,
David Lowry,
European Proliferation Information Centre,
London N1.

Pie in the Docklands sky

Sir, — You are wrong to suggest (Financial Guardian, May 24) that the London Docklands airport, which has been given outline planning permission by Patrick Jenkin, will be a "catalyst" for job creation there.

Although this is the line trotted out by the London Docklands Development Corporation and Mowlem, the developers, the public inquiry inspector reached a different conclusion: "I share the reservation expressed by objectors about the amount of 'induced employment' which some people expect to be attracted to the area because of the presence of the airport... the 'induced employment' forecasts have a particularly speculative ring about them."

The airport itself will

Sir, — A proper understanding of risks and recognition of a genuine danger before it comes to pass are essential in a technological age. Of course, the danger of Roman aqueducts collapsing, as of nuclear reactors exploding, is laughable — which is why Geoffrey Taylor suggests it.

But there was nonetheless a more subtle danger elsewhere in Roman water supply and food processing, one which should serve as a warning to us. The use of lead, which dissolved into soft water or acid food, was the real health hazard they had to face.

It was not that the dangers were unrecognised: the effects on leadworkers were known and Vitruvius, the main writer on architecture, saw water from lead pipes as unwholesome. But the need of the imperial authority, local government, and its patrons both to placate and to provide for their local communities caused such qualms to be ignored — just as our present "need" for more energy causes us to pursue nuclear power regardless of the little-researched, low-technology alternatives.

Furthermore, just as nuclear power is the casual offshoot of the union of the military and of science, so lead was simply a byproduct looking for a use: the waste from the extraction of the

require only 80 people to run it; airline and back-up staff will be largely imported. Spin-off jobs will be limited because the airport is to specialise in day trips for business people.

The crucial issue which Stolport raises is: what direction will development of the Royal Docks area take? Will it be determined as a spin-off from property development; or will the LDDC wishes be the whims of the market place; or is the issue of local unemployment to be taken seriously? For the LDDC employment is a spin-off from property development; but for the GLC and local people it is central, involving the community in a common struggle for employment. — Yours faithfully,
Michael Ward,
Deputy Leader GLC,
London SE1.

Wages counsel of despair

Sir, — May I add a footnote to Ian Aitken's Commentary (June 3)?

In the course of researches into my ancestry, I discovered that my great-great-grandfather had, at the age of 10, been sent as an apprentice to the Backbarrow Mills, in September 1815, with five other youngsters, aged between 10 and 14. They lived in what was then Middle Scotland Yard, near Whitehall.

In the following year, a former apprentice master from Backbarrow testified to a select committee of the House of Commons that the apprentices worked from 5am to 8pm "throughout the



silver demanded by the Roman Empire's economic system.

Ironically, it was this very lead, which contributed to the population decline, and social and military chaos which destroyed that system. — Yours sincerely,
Christopher Spence Green,
30 High Street,
Sixerpeny Handley, Wilts.

Sir, — Peter J. Smith's article (Futures, May 30) refers to the Flowers Commission recommendation in 1976 that there be no major commitment to nuclear power until a solution to the disposal of high-level nuclear waste was in sight. This recommendation was ignored at the time, and the nuclear establishment which irresponsibly embarked upon afterwards on a £20 billion nuclear expansion programme.

Preparing the election pitch

Sir, — June marks the second anniversary of the "landslide" victory which kept the Conservative Government in power. Like the victories of the Liberals in 1906 and Labour in 1945, it was a landslide only in terms of seats won. In none of those three elections did the ensuing government have the support of a majority of the votes.

In 1906 and 1945 the result did at least mark growing support for the party elected. In 1983 the Conservatives' victory coincided with a decline in support for their candidates. Yet Government supporters continually cite the increased majority as a mandate for a period of radical change, increasingly at variance with the promises.

At the same time there is a growing sense of frustration among people both at national and local level. Conservatives are marking their dissatisfaction by forming new pressure groups within the party, but the real need is to ensure that after the next general election, whoever is prime minister will genuinely be able to claim the support of the majority through their elected representatives.

Not the least unsatisfactory feature of the last election was that most MPs were opposed by more of their voting electors than those who supported them; thus most of the electors who voted failed to elect anyone.

To their credit the Conservatives in the wake of defeat in February 1974 and in

thwarted, there will be hell to pay."

It was as though we Galloway "peasants" were responsible for the whole situation. — Yours faithfully,
W. McCormack,
Kathleen Cottage,
Lochnaw, Wigtownshire.

Sir, — The context of the proposal to build a reprocessing plant at Dounreay (Guardian, May 25) that would service the three commercial demonstration fast reactors to be built collaboratively in France, Germany and the UK, is important.

Power stations last for 35 to 40 years; the large ones that at present supply the great bulk of our power, started in the mid-1960s. Sizewell was a generic inquiry to establish the pressurised water reactor as the dominant form of electricity production into the first decades of the next century.

The nuclear industry's intention is to have fast reactors commercially available in time for the next generic inquiry, in 2020 or so. Britain has been researching the technology since 1954, and some nuclear scientists have long regarded thermal reactors as stop-gaps until fast (or "breeder") reactors are available.

Breeder reactors offer the possibility of being self-sustaining in nuclear fuel—but only if the fuel is reprocessed and resupplied quickly.

The objective of the Dounreay experiment is to see if this quick turn-around can be achieved on a commercial scale. But, if built, the plant's doses and discharges will reflect this urgency.

The nuclear industry has consistently taken the lion's share of the available energy research funds (80 per cent of the Whitehall allocation in 1983-4) but has provided only a tiny fraction of our energy needs (17 per cent of electricity, or about 2.5 per cent of total energy). Our national commitment to nuclear power has not even provided us with a viable reactor system: the advanced gas-cooled version has been the biggest disaster of British post-war industrial history.

This commitment, however, has ensured that alternatives are underfunded out of contention. Which is why there were no wave or tidal systems available to compete with the FWR at Sizewell and unless our policy change, they will not even be available in 2020. — Yours faithfully,
John Valentine,
66 Chasedfield Road,
London SW17.

What I said about George

Sir, — Anyone who heard my tribute to George Brown must have been as baffled as I was by Ian Aitken's snide little sentence about it (June 4). I said that George Brown could not have been a good party leader. The tragedy was that he never mastered the defects of character

which he took to be a barmy-ole and a duck which he could not identify. So, here are the answers. The three pairs of geese with young were greylags, a feral population of which now exists around Oxford: the grey and white geese were almost certainly hybrids between greylags and snow-geese, for the latter have bred successfully in the area; one or two Canada geese are present, but the white-faced black geese

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A COUNTRY DIARY

OXFORDSHIRE. In the early days, this column sometimes answered readers' queries. I find myself resorting to this device, simply because I failed to establish the identity of the questioner during an interesting telephone conversation. He had just been for a walk along the Thames at a point very close to Farmoor Reservoirs near Oxford, and was surprised to see apparently wild geese with young, another goose

Disenchanted, I'm sure

Sir, — I should like to make two comments on Professor Lamb's letter (May 28) about the Malaysian government's view of the high cost of sending students to British universities.

The first relates to a Commonwealth student working under my supervision who was awarded her doctorate in 1981. She then returned to her own country to a position of some influence.

The marginal cost to my university of accepting this student was little more than the cost of the experiments she did (£200 or £300 per year). In return we were rewarded by a share in two scientific papers and considerable stimulus to my research group which is still being felt.

However, at today's prices we would be charging £1,150 a year for the supposed privilege of her studentship.

This same ex-student visited me recently during a visit to Europe to buy equipment. I understand that her country now has a policy of not buying from Britain, and that this is in direct consequence of the high cost of educating their students here.

I am in no doubt that, in the absence of this directive, my ex-student was prejudiced in favour of Britain and of the advice we could give her. But the short-sighted view of our Government has negated this potential economic benefit.

Through my position as tutor for graduate admissions for our department of chemistry, I have this year accepted, on the basis of first-class references, four overseas students who I fear will never get here because they cannot afford the fees. These are students who for various reasons cannot hope to get scholarships from their own countries. But they would come to Britain if our fees were closer to the marginal costs of their study. Once here, the influence we can have is clear to all who have had contact with these overseas students.

I do not doubt that the Government's decision to charge a "realistic" rather than a "marginal cost" fees to overseas students is actively damaging our influence to our economic disadvantage. — Yours faithfully,
Dr John Garrett,
University of York.

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DIARY

AFTER just three and a bit months, Mr Peter Bruinvels, perky MP for Leicester East, has quit as chairman of the Law and Order Society, claiming he had come under certain pressure from his Tories.

The society, launched by Mr B in late February, has a declared aim of prosecuting Mr Arthur Scargill for sedition, and has been collecting considerable sums to this end. But Mr Bruinvels now says that "a lot of pressure has been brought on me by the Secretary of State, and that is like that, to the effect that everyone is very loath to see Scargill taken to court now."

"I've had a crisis of conscience, because I still agree with the society's aims, but I see it as a different thing for me, as a Tory MP, to remain to be associated with it," Mr Bruinvels denies that his resignation has anything to do with the links between the society and the right-wing pressure group, SEH Help.

OUR MIS and Special Branch boys in Northern Ireland may find Mr Douglas Hurd's latest thriller a touch disheartening. The Palace of Buckingham, co-authored by the Secretary of State for Northern Ireland and Stephen Lamport, opens with a dismissive flick at their work. The novel's hero, a junior FO minister, normally paid little attention to the intelligence reports which crossed his tray. A quick glance, a quick tick, and into the out-tray. He found them pretentious. Best for spooks not to read on — it will only depress you.

PROFESSIONAL Colin McCabe strikes on to new heights. There has been no stopping the man ever since Cambridge University decided it no longer required his services as an English lecturer back in 1981. He became a cult figure, headline news. Off he zooms to be a full-blown professor at Strathclyde University. Three years later he is appointed head of production at the British Film Institute. But this, it now turns out, is just a year only. After that, he zips off to become Professor of English at Pittsburg University.

Professor McCabe finishes at Strathclyde this month, though he has already started work at the BFI. Off to Pittsburg in September. Back in January for a year at the BFI. Then back to Pittsburg, where he has a "comfortable" five year contract, though he hopes to keep a toe in film production. His route, he was interviewed for the £38,000 a year post of chief executive of the British Screen Film Consortium. The headlines who saw him were more suspicious of his reputation. One of the first things they wanted to know was how many "A" levels he had.

THE Hon Peter Morrison was out and about on Monday presenting junior youth trainees awards. "What have you done to win," he asks a group from Hebden, who had built a low temperature warning device. "We have designed a hypothermia warning alarm," they tell him. "What's hypothermia?" asks the Minister of State. "It's what kills off 9,000 robbers a year."

NO SOLACE for dispute-hit teachers from Paul Macartney. A letter in the current Teacher tells of the crooner's reaction when he turned up to deliver his youngest child to his pick-up East Sussex school. Paul silently took a leaflet from the teachers, returned to his car and there, according to the letter, "ripped" the leaflet into little pieces which he scattered across the road."

THE SALE of effects from bombed Grand Hotel at Brighton is still doing roaring business. This encouraged, Supphires Salesroom of Colford urges local people to mop up the remaining bargains: "There are chances to obtain a souvenir of a historic event."

"Emotional... Indiscreet... outrageous... hell-raiser... colourful... tempestuous... and endearing... Fleet Street reaction to the death of Lord George Brown was divided yesterday between those who came out and said it, and those who said it. Emotional extravaganza... mercurial, impulsive, temperamental (The Times). Life was for living... Joe Plaines in the Mirror... "often he was too drunk"; the FT said "at all the way the Sun went all the way the Morning Star seemed put out, not that he drank, but that he drank with Tories."

Alan Rusbridger

The liberation theology of the Right inclined

COMMENTARY

Alex Brummer



WHEN Jose Napoleon Duarte, a political nobody from El Salvador, a bloody, plumed Central American republic, called on Jimmy Carter in 1979, he sneaked in by the back door and his visit went unannounced. It was, however, Duarte's opening shot in a campaign for Yankee help which catapulted him and his vicious nation of feud and revenge from obscurity to centre stage.

Duarte has just completed a near royal odyssey through the United States. It began on a high note with a hug from his political benefactor in the Oval Office. From Washington, the Duarte victory tour rolled on to the University of Notre Dame, where he received an honorary degree and high praise from Theodore Hershberg, America's most respected prelate. Duarte responded eloquently to the gathered convocation with some years: "All things fall apart. The centre cannot hold. The best laid all conviction. The worst are full of passionate intensity."

Stirring stuff, which rang all the right bells at the home of the Fighting Irish. Indeed, the bells were ringing out across the continent. The hard-to-please New Republic trumpeted, there is good news from Central America—the success of Jose

Napoleon Duarte and his Christian Democratic Party. Furthermore, the magazine observed, "The army is beginning to approximate a truly professional fighting force."

Leader writers waxed enthusiastic about the works of Duarte, and the American publishers of his ghost-written biography, smelling a lacocated bestseller, pleaded for early copy. International reporters, meanwhile, hurriedly pulled out of the capital declaring the story over.

Never mind the brutal aerial war which Duarte's American-backed and supplied troops have waged against the Salvadorean people, rendering tens of thousands homeless. Nor this week's violently bungled effort at strike-breaking in a San Salvador hospital which left a pregnant woman murdered on the examination table.

Everyone, particularly the White House, is agreed. El Salvador can be chalked up as a plus on the until now blank board of foreign policy achievements: it may even be time to enunciate an emerging Reagan doctrine towards the Third World.

Why not? Presidents love doctrines. Long after their rule has collapsed in a heap, the doctrines live on. It is 162 years since James Monroe, spurred by Russian

claims on territory south of Alaska and Spain's renewed colonial ambitions for some of the weaker Latin American republics, warned of the would-be European neo-colonialists. No one remembers Monroe, but his doctrine (Falklands airport included) survives in a most muscular form.

The same goes for the Carter doctrine. The former President may be in the shadows as he chips away in his Plains woodworking shop and flogs "The Blood of Abraham" (his Middle-East peace blueprint), but the doctrine he enumerated in the chill of an Afghanistan winter lives on. No one in the sunny Reagan team likes to mention it, but the rapid deployment force, the dispatch of Stingers, Awacs, and carrier groups to the Gulf are testimony to the durability of doctrines even those with a Carter aroma.

As Mr Reagan's second term unfolds, the President is declaring open season on the Nixon doctrine which

has essentially governed America's relationships with the Third World since Vietnam. Like many good Nixon ideas, as Henry Kissinger self-servingly notes in the White House Year, it began with a discourse by the learned doctor to reporters. It was then grabbed by a publicity-hungry President as he landed in Guam, en route to the Philippines, on July 25, 1969.

It stated that while the US would stand by its treaty commitments to countries, internal security and defence of nations such as Thailand should be handled on a regional basis. American troops would in future stay in their barracks and military and economic aid would be furnished on request. A post-Vietnam doctrine was born.

The Nixon doctrine prospered under Ford and Carter, with Jimmy boasting, until the Iranian rescue cock-up, that not one American soldier had been killed or taken during his watch. But, in Carter's closing days

at the White House, the first US military advisers had been quietly dispatched to El Salvador and the US was secretly dabbling in North Africa.

This was a drift away from the Nixon doctrine, rather than the demolition which the world now faces. The brief glory of Grenada and the "success" of El Salvador are dangerous precedents for the Reagan doctrine. They suggest that military intervention and American-directed and sponsored aerial bombardment (in favour of Centrist government in Salvador) truly works.

If a centre can be created out of civil strife in Salvador and a tame government

elected in Grenada, it can be clearly shown that the hands-off philosophy of the 1970s has outlived its usefulness.

In these early days of the second term, the public has caught a glimpse of the American giant awakening from its long slumber and flexing its muscles in the Third World. The military, after El Salvador and Grenada, has won back its self-respect: counter-insurgency has become all the rage; the US has rediscovered Lord Ritchie-Calder's "fourth fighting arm" in propaganda, and economic sanctions are being brought into play.

We can see the consequences of the military fit-doms in Salvador. The Pentagon, to all intents and purposes, has, in the pursuit of military victory for the centre, never fully adhered to the limits of 55 military advisers and has provided the Salvadorean bombardiers with first-rate intelligence from its OV-1 missions flown from Honduras.

Now the Reagan team, as Steven Hildreth, of the Georgetown Centre for International and Strategic Studies, observes has "built up special forces" with a potential to strike anywhere in the Third World. This had not been seen since pre-Vietnam, Hildreth asserts.

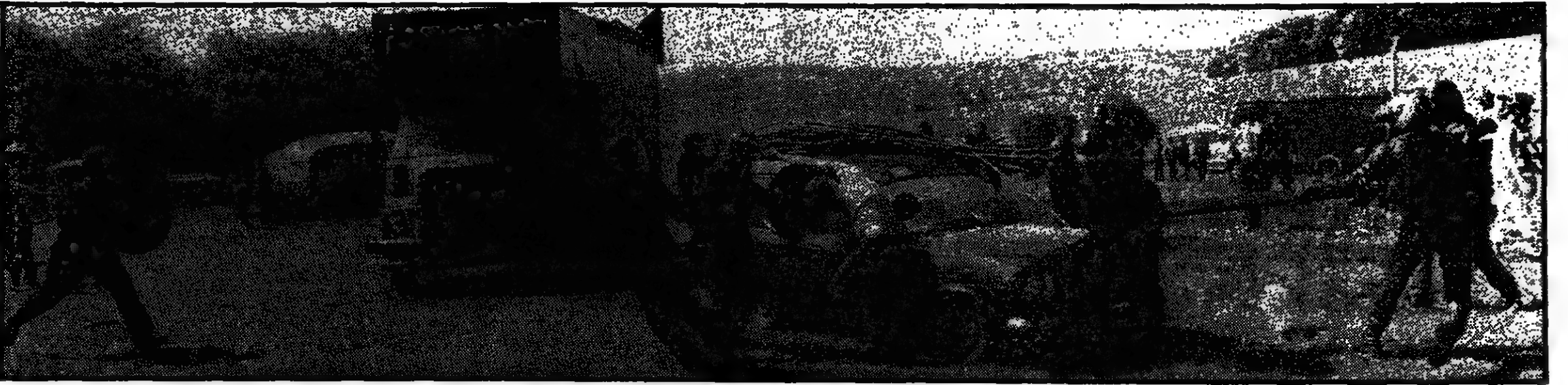
There has been the rebirth of open counter-insur-

gency. While the CIA's games with car bombs in Lebanon remain hidden, no one could make the same claim for the Contras in Nicaragua. Like America's Founding Fathers, they are at the forefront of the democratic counter-revolution, along with the freedom fighters in Afghanistan, and most recently the motley anti-government forces in Kampuchea. Forseti Conadura, Seato, and other regional security arrangements.

But why stop at nasty tin-pot governments in Managua and Kabul? What about Havana and the Soviet Asian republics? Blast them with provocative Radio Marti and Voice of America transmissions and soften them up for the kill. What matters if Castro breaks off new immigration accords? The Communists never keep to them anyway. Think what a boon the powerful broadcasts will be when liberation approaches.

The final strand of the Reagan strategy is economic pressure. To hell with the self-proclaimed "magic of the market place," seek it to them in the bananas if they are Sandinistas, but perhaps not in their goldmines if they are Boers.

The Reagan doctrine is liberation theology with a right-wing face.



Above: the battle of Stonehenge rages, with attacks from both sides (picture by John Whidgouse). Right: a policeman leads away one of the casualties (picture by David Rose)

STEPHEN COOK reports on the Wiltshire police's stand on the road to Stonehenge

Irresistible force faces summer solstice

THE SIGHT of brightly-coloured Japcoes careering round a summit Wiltshire field, having their windows smashed by riot police, was the bizarre flowering of a seed sown over 10 years ago when the first Stonehenge summer festival was held.

The landowners and citizens of rural Wiltshire have never been happy with the annual arrival of hippies, dropouts, and generally rebellious youth, and last year's damage to the site resulted in heavy pressure on the police to put a stop to it. The Wiltshire forces have been laying their contingency plans for months.

But the confrontation arrived in a context of events, some of them very recent, which helped make the scene so bitter and violent, with police commanders taking an uncompromising line and some officers allegedly losing control and meeting

out unofficial retaliation with truncheons.

Some observers of police affairs pointed to the Brussels soccer disaster, where the police were criticised for bad organisation and running away from rioters. There has also been heavy publicity about the perils of drugs, and the festival had become associated with drug-taking.

"I wouldn't have thought the police thought twice about going in hard," said one researcher into police work. "So long as the people involved fitted the stereotypes of the moral losers of recent events — young people out of control, into drugs, getting Britain a bad name."

Another likely factor is a lot of the forces involved had probably been on the picket lines in the miners' strike and this was their first outing since then. The Government has recently pro-

posed stiffer public order laws, and the police are often seen to push things forward. A lot of things conspired to legitimate a stance which only weeks before might not have been possible.

Dr Peter Waddington of Reading University, who has just completed a study on public order policing, said that the capacity of the police to use riot techniques to deal with large numbers of people meant very difficult decisions for commanding officers.

My reading of Stonehenge is that after three police vans in the roadblock had been written off by the convoy, the police felt they could make the ultimatum that everybody there should be arrested and processed. "Some of the behaviour with truncheons which I saw on TV didn't reflect very well on the police at all, al-

though that probably argues for more riot training involving restraint and discipline. It's also worth noting that if the convoy had actually been football hooligans rather than people who have some sort of cause, there'd probably be very little protest about their treatment."

The Chief Constable of Wiltshire, Mr Donald Smith, is declining to give an account of his decisions, saying he fears defence lawyers might eventually claim that his remarks had prejudiced their clients' cases.

It seems unlikely, however, that his decision to take an uncompromising line and stop the festival at all costs is going to meet serious criticism, given the context of general local opposition to the convoy and the prevailing political climate in relation to unconventional, disorderly youth.

But some officers may be

challenged on whether they used excessive force in making their arrests. The new Metropolitan Police code of professional behaviour, whose principles are likely to be adopted by other forces before long, emphasises that force must be used economically.

Although the convoy travellers are not the kind of people who might normally use the courts, several were saying yesterday that they intended to take civil action for assault against some officers, rather than go through the official complaints procedure.

There is now the possibility of more confrontations as the police maintain their cordon around Stonehenge and new arrivals join with some remnants of the convoy in their determination to reach Stonehenge for the mystical celebration of the summer solstice.



"OUR achievement, I suppose, is that we've survived—a relic of the spirit of the Sixties," said Pete Raine, director, though he is only 34, of the Centre for Alternative Technology. He spoke with the modesty typical of this uniquely British institution which displays windmills that work alongside those that don't, and has weeds all over its organic plots to show they do more good than harm.

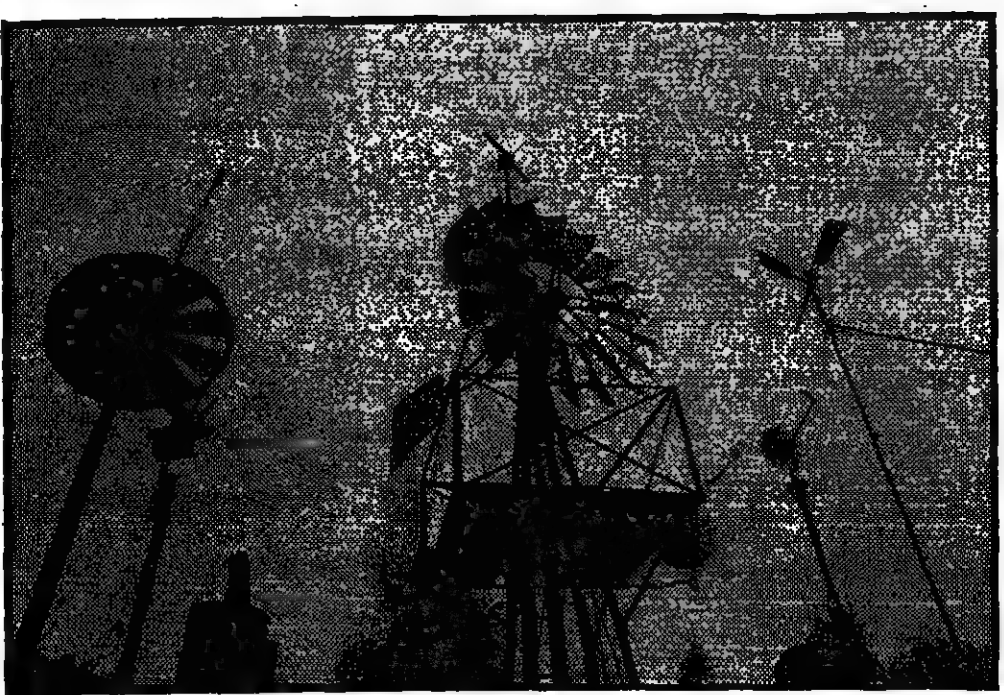
This is the only community in the world that lives on solar water and wind energy, and manages to explain how it works in words of mostly one syllable. A sign on a plastic bin in the organic waste-collection area says: "Please pee here."

A bigger tank is labelled: "Nothing happens here. For years we tried a solar-heated carp pond. It did not work." Another carp pond does work on the direct light of the still Welsh sun, and nearby is Britain's only interseasonal solar heat store, which also works.

A windmill made from an old bicycle wheel can recharge batteries or work an agricultural fence. A huge, new windmill on the mountain keeps the whole community supplied with power when pressure at the water-wheel is low.

More survival after a decade sounds sad. Raine's predecessor, Roderick James, recalls the early dreams, when almost everything seemed possible. "There was talk of setting up alternative universities, of chains of organic farms, of centres all over the world. We dreamed of communities supplied by windmills, solar panels and organic vegetable growing."

A more precise aim inspired the founder, Gerard Morgan-Greenville. "Unless the Western world could pioneer for itself some way in which life could be lived without using up the capital



The windmills of Machynlleth. Picture by Denis Thorpe

WALTER SCHWARZ on an alternative anniversary

Blowing in the windmill

resources of planet earth, the collapse of civilisation was 'inevitably' inevitable," he said.

Ten years on, the pioneers are established: 28 full-time staff, with 15 of them, plus six children, living as a community inside the old quarry. There has, however, been no obvious breakthrough to the outside world.

The Central Electricity Generating Board still considers itself the only serious power source. "Enough water runs off our hill regions to provide all the power they need — but nobody bothers, because the grid exists," said Bob Todd, the centre's technical director.

Todd endlessly adapts his systems to Welsh rain and cold and supplies prototypes to remote Scottish islands and energy-starved communities around the world. His unique interseasonal heat store warms the exhibition hall, free, up to Christmas. "We could have it working all the year round if we could modify it some more, but there isn't the money."

Todd left his job as lecturer in engineering control systems in revolt against the "technological push in industry — inventing things people didn't want and creating markets for them."

The technical push is still on, and the Department of Energy's renewable energy

research budget has actually been cut since the centre was founded. This is the saddest setback.

Damian and Joan Randle job-share, running the centre's education project. They had one breakthrough with Sheffield's Labour-controlled education authority which planned to set up two centres to teach the sustainable lifestyle. But Sheffield was rate-capped and the project shelved: it is still hoped to re-start it in the autumn.

Half a million people, some 10,000 of them schoolchildren, have come to the centre, which has become sufficiently respectable for three royal visits. "We get the kids to ask

different questions: not where can we get more power, but how can we use less and what can we make for ourselves? We get them to make their own tools too," said Damian Randle.

He thought he had detected a new feeling among teachers and pupils "that the stage system cannot deliver what is required: there's a search for small, do-it-yourself groups."

Doing it yourself cheaply, and preferably in groups, is what the centre is about. Todd concedes that for a man to put up his own windmill to cut his fuel bills "would cost hundreds: there's a gap in the market for a windmill that size."

Here is a wheel that has come full circle. If the spirit of the Sixties was revolt of the affluent against the nasty, the coming recession put ecology, for a time, back to the end of the agenda as an unaffordable frill.

Now, in the Eighties, comes the idea that there may never again be life-long full-time jobs for all, yet life must go on. Cutting fuel costs is right at the top of this new agenda.

It is a people-led movement, inevitably slow, and that is why the Machynlleth centre still struggles. It hopes to put in a classroom and work space, and to buy a local bus as a course centre. But nobody has yet put up the money. Charitable trusts pay about a fifth of the centre's bills — the Government pays none.

The immediate hope is that people will learn quicker than governments. But governments will have to be made to listen in the end. Britain's power stations have enough heat-loss to supply all our domestic heating, but it cannot be harnessed unless the stations are decentralised. Individual converts can not do that.

The Department of Energy does send people down here to visit. They are polite but there is no sign, 10 years on, that they are listening.

RICHARD BOSTON on Madames Schmetterling

IT WAS one of those international get-togethers that are the setting for so many jokes. There was an Englishman, a Scotsman and an Irishman, that kind of thing. For some reason there are never any women at these gatherings.

Be that as it may, at this one there was an Englishman, a Frenchman, an Italian, a Spaniard and a German, and they were discussing their respective languages. Each patriotically praised his own.

The Englishman claimed that English was the most beautiful of all languages, and gave as an example the word butterfly. Does it not capture exactly the fragile beauty and unpredictability of those delightful diurnal, erect-winged insects?

The Frenchman agreed that butterfly was indeed a beautiful word, but not (he maintained) as beautiful as papillon. The Spaniard started extolling mariposa, while the Italian insisted that no word could be lovelier than farfalla. Finally, the German could stand it no longer. So, he said, and yet it is wrong with Schmetterling?

This story was brought to mind the other evening when I went to the London Coliseum to hear and see — and weep buckets — at the English National Opera's stunning production of Madam Butterfly. Puccini could presumably have called his opera Signora Farfalla, or Madame Papillon. I don't suppose it ever occurred to him to call it Frau Schmetterling.

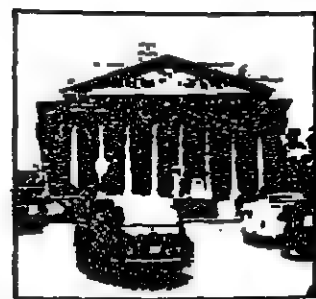
What I had forgotten, if I ever knew what it was, the name of Butterfly's faithful servant is Suzuki. This raised the alarming possibility that other characters might have

such names as Honda, Datsun, Toshiba or Sony. I think Puccini could have come up with a better name than Pinkerton. Even Harley Davidson would have been better. I don't know why the name of Pinkerton should seem so silly. There was nothing comic about the Pinkerton detective agency. In fact, Puccini inherited the name of Pinkerton from David Belasco's play, which was in turn based on a story by John Luther Long which appeared in Century magazine in 1898. Long's story was based on a real-life incident and (ENO's useful programme notes tell us) Butterfly's real name was Tsuru Yamamura (dangerously close to Yamauchi; her attempt at suicide was thwarted, and she lived until the age of nearly 40).

By the way, the Japanese for butterfly is Ahe-ha-nocio-o. It may not be as good as butterfly, but it's better than Schmetterling.



Mrs Thatcher wants to help small investors but she keeps boosting the big ones



NOTEBOOK
Edited by
Peter Rodgers

MRS THATCHER wants to spread the management of wealth away from the great grey institutions such as pension funds and life assurance companies, and into the hands of small investors. The sale of British Telecom helped her over one step down the path. But over the last few years the government has actually done an awful lot to increase the grip of City institutions on investment.

The latest and best example of this one step forward two steps back approach is the phased abolition of the state earnings related pension scheme, which will send anything up to £4 billion a year towards the institutions' coffers.

The obvious beneficiaries, the life assurance companies which provide pension plans and endowment policies, were busily playing down the effects. Perhaps they are worried that what the government gives with one hand it takes away with the other (with bigger tax

bills). More likely, they expect that emerging competitors such as banks and building societies will grab a large share. But it really is very difficult to pretend that it is not an enormous bonanza.

Even if banks and others do get a lot of the business, it will only be a different way of sharing out the cake among similar people. It hardly makes sense to build a pension on the basis of investment in bank deposits, so competitors will want to build up their own investment management teams from the City's pool of fund managers — or more likely buy up existing fund management firms or life assurance companies, which fetch pretty fancy prices already.

It will not actually be a diversion of money that would have stayed in the hands of private investors because it would otherwise

have gone straight to the government in higher contributions, but the new funds will swell the pool of money available to the institutions by a large proportion, whether or not the managers who handle the money happen to work for life assurance companies or banks.

It is not the first time that by accident or design the insurance and pensions industry has had a leg up from the government. This spring, the government's agitating over whether to tax pensions funds brought a tremendous boost to the Budget trust business for life companies, though nothing was actually done to them in the end. In 1984, the abolition of life assurance premium relief had a similar effect in bringing business in the weeks leading up to the budget announcement. And not long before that, the move to mortgage interest deduction at source gave a

tremendous boost to the sale of endowment policies linked to mortgages.

Far from being the threat that the last few weeks of rumblings about a coming round of oil price cuts and bickering among Open members there has been so little effect on mortgage rates. It seems that very high interest rate differentials compared with other main currencies have over-ruled just about every other signal. Talk of lower sterling interest rates has helped bring back the oil price factor.

Open's decision to bring forward its next meeting and vague reports from Saudi Arabia about the meeting of ministers in Taif knocked sterling sharply from the 12-month high it reached on Monday.

Result: the Government took to caution over interest rates and refused to put a price on the money market. The Bank of England also played it tough in the

dampen hopes of a cut in base lending rates.

In fact, the surprise has been that after weeks of rumblings about a coming round of oil price cuts and bickering among Open members there has been so little effect on mortgage rates. It seems that very high interest rate differentials compared with other main currencies have over-ruled just about every other signal. Talk of lower sterling interest rates has helped bring back the oil price factor.

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A small drop

JUST WHEN it had become fashionable to forget oil prices as an issue in the markets, they re-emerged to

money markets to show it did not want rates to fall.

There was a requirement to buy £1.4 billion of bills to ease cash shortages in the banking system but the Bank of England bought only £250 million by lunchtime to show it disapproved of the interest rates dealers were offering.

The Chancellor has sensibly argued that oil prices had a ridiculously exaggerated effect on the pound last year, but to go to the other extreme and assume that sterling's petrodollar status has disappeared is a mistake. A couple of dollars of the oil price would not be a great shock but the market seems to be aware of the possibility of a catastrophic oil price fall. There is no obvious autumn restocking cycle this year to get Opec off the hook.

interest rates so high. It is tempting to move them down more than a token amount while Opec is going through one of its periodic mini-crisis.

This seems to have put sterling at odds with the dollar, and sharply diminished the number of City analysts who get excited about the monthly money figures, which showed a half per cent rise in sterling M3, pretty well what had been expected. The fall in the narrow money measure M0 may have been more significant given the Chancellor's recent emphasis on it at the expense of M3.

Other things being equal it could justify a small base rate cut, but they won't do it because of the immediate prospect of a drop by the banks on 12.75 per cent base rates to the 12.5 per cent level set by their competitors.

Share transferability looks increasingly close to success

Exchange likely to win both votes

By Margaret Pagano,
City Correspondent

The Stock Exchange Council is set to win the crucial vote at today's full poll which will change the shape of the UK securities market forever by admitting outsiders for the first time.

At a lively but measured meeting yesterday members were told by Sir Nicholas Goodison, the exchange chairman, that 3,032 proxies had been received out of a total of 4,496 votes, a 67 per cent turnout.

Proxies received for the first resolution, which will give entry to outsider firms, showed 83.9 per cent in favour of the vote. Since this resolution requires a simple majority it is bound to go through.

Voting for the second resolution, which needs a 75 per cent majority to alter the deed

of settlement, is more finely balanced but is also close to succeeding. Of the proxies received, 79.3 per cent were in favour, and another 976 votes are needed to push this through.

It is this second vote, which will give transferability to members' shares, which has caused the deepest resentment among many of the small to medium brokers and the one they have repeatedly threatened to throw out, if a free market in members' shares is created it will eventually lead to corporate membership of the exchange rather than the present individual membership system.

The exchange reckons that about 80 per cent of the membership will vote and is extremely confident that it will get the extra votes needed. One encouraging sign is that most of the regional brokers,

who number about 1,000 — many of them have been against the changes — will have voted by proxy.

It is believed the balance who have been sitting on the fence will be swayed by yesterday's meeting and poll result. Members will vote between 11 am and 4 pm today and the result should be known by early evening.

Most of the questions from the floor directed against Sir Nicholas were concerned with the share proposal which many feel does not adequately compensate members for opening the market to international and domestic competition.

Critics of the proposal asked again whether an independent body could be set up to regulate the market. They were reminded by Sir Nicholas that half the constitutional committee, which came up

with the proposal, had been external advisers.

Others expressed concern that small firms would be thrown out to the streets as a result of new competition but were told that such pessimism was not warranted since many small brokers would actually have a great advantage in the new market.

One persistent critic, Mr Terence Adhem, raised the issue of limited liability for small partnerships who, if they decided to incorporate because of the new rules, would have to fulfil a minimum £200,000 limit which may prove too burdensome. Sir Nicholas agreed that this limit might well be lowered.

He has also assured members that the tap of new shares would only be brought into use in exceptional circumstances such as if the market in members' shares were to dry up



Sir Nicholas Goodison

City looks for Serps bonanza

By Mary Brasier

BETWEEN £2 billion and £4 billion of extra money each year could flow into the private sector as a result of the Government's proposals to abolish the state earnings related pension. As the City yesterday attempted to value the pensions bonanza share prices of life assurance companies and banks rose sharply on the Stock Exchange.

Companies like Legal & General, the Prudential and Sun Life with business in both group and personal pensions, are the main beneficiaries of a switch from private to public funds. The boost to the private pension industry by the end of the decade when the Government's proposals take full effect could be to double the annual premium income of the life companies.

However the Government's plan to extend the benefits of privatising pensions should be spread more widely with an invitation to banks, building societies and unit trusts to offer pension plans to employees formerly in Serps.

So while life companies felt they had cause to celebrate yesterday there were strong voices warning of stiff competition.

The amounts estimated to be available to life companies, occupational schemes and nationalised industry schemes are based on the Government's requirement that contributions to private pension schemes should be at least 4 per cent.

Life companies in particular were busy pointing out yesterday that 4 per cent contributions — with equal shares from employer and employee — would buy very little.

What is not clear from the Government's proposals is which way the extra money will flow. Some life companies expect it to lead to the establishment of more small group pension schemes, and others are hoping for a revival of letting employees fend for themselves. In the case of some Serps employees such as construction or agricultural workers, there could be industry-wide schemes.

Life companies clearly have a head start over other groups in that they have the machinery and sales forces in place already.

Lawson cool on Nedo 'soft loans' appeal

By John Hooper,
Trade Correspondent

The Chancellor of the Exchequer, Mr Nigel Lawson, has given a cool response to evidence from the National Export Development Office on the benefits of extending loans at preferential rates to buyers of British goods.

But the chairman of a Nedo group which represents many of the industries most affected by official policy on "soft loans" said that unless the Government was prepared to transfer credit on the same terms as Britain's competitors, the country's heavy industrial base could be destroyed.

Dr Eric Booth, of the Heavy Electrical Machinery Economic Development Council, was speaking at a press conference to publicise Nedo's report on the follow-up benefits of overseas projects won with the support of export subsidies.

The report, prepared at the Chancellor's request, was delivered to him on April 23. The Chancellor asked for it in response to the howls of protest from heavy industry following the Byatt report — a study carried out by government economists and released last year — which questioned both the effectiveness and desirability of providing "soft" loans.

The issue has become a controversial one since Lord Young's visit to China earlier this year during which the Chinese made it clear that they were not prepared to

countenance British tenders for major projects unless they were accompanied by generous financial incentives. Recently, government sources have indicated that the Cabinet is prepared to break the international convention which restricts the use of "soft" credit if overseas competitors do it first.

Opposition to the practice — which is particularly strong in the Treasury — is based on the view that Britain would be better off specialising in industries which do not need the financial "strings" attached to big capital projects. Its supporters argue that such contracts are essential because they have numerous spin-offs. The Nedo paper sets out to prove this.

The core of its argument is that "it is characteristic of the capital goods market, and especially in export projects, that every contract is, to a very large degree, won on the strength of previous experience, even if the customers and technologies are different. Therefore every contract is a follow-on contract to a considerable extent, and every contract generates follow-up benefits by way of future contracts."

The report does not include examples of contracts lost because of the absence of soft credit, but Nedo officials said yesterday that during their research they had been provided with examples of several companies.

Brammer battle gets fiercer

By Andrew Cornelius

The takeover panel was yesterday dragged into the increasingly hostile battle between the boards of Buntz, the packaging group, and Brammer, the engineering distribution company, which is fighting Buntz's £115 million takeover attempt.

First, Brammer claimed support from the panel for a statement that Buntz was "misleading" shareholders with its statements on the bid. Then came a statement from the panel distancing itself from the Brammer claim.

Buntz made its bid for Brammer a matter of days after Brammer had agreed a £44 million deal of its own to takeover Energy Services and Electronics.

Buntz is adamant that it does not want Brammer if the ESE deal goes through and has argued that Brammer has been rushing its shareholders into a decision on the agreed offer for ESE.

Battle will recommence today. Mr John Head, Brammer's chairman, will make a detailed statement on the bid to shareholders at the company's Annual Meeting in London.

Brammer shareholders will effectively decide the outcome of the rival bids at an extraordinary meeting called for June 14. If they support the proposed arrangements to fund the ESE takeover at this meeting, the Brammer board will take this as a signal that they support the ESE deal and reject Buntz. Buntz will then try to persuade shareholders to reject these proposals.

NEWS IN BRIEF

THE government has pushed its privatisation plans another step forward by calling for applications from merchant banks to advise it on the disposal of Rolls-Royce, the aero-engine manufacturer, which is expected to be sold off in the next financial year.

MERCURY, the Cable & Wireless-owned company which is the only licensed UK competitor to BT, yesterday announced that it had reached an agreement with the US giant, AT&T, which will lead lines to Mercury to enable it to offer a conventional telephone voice, and computer data Transatlantic telecommunications systems to business customers.

INVESTORS have rushed to buy shares of Brent Walker, the leisure group, which is returning to the stock market after an absence of three years. The £9 million offer for sale of shares in the company at 120p per share has been oversubscribed.

BARCLAYS BANK has issued a \$600 million undated floating rate primary capital note to strengthen the bank's capital and fund expansion. The notes carry no final maturity date.

THE future of a £10 million loan facility to help tennis stars and other members of a Lloyd's syndicate meet underwriting losses is uncertain following the refusal of some professional indemnity insurers to allow members' agents to meet part of the cost of the loan. Architects of the loan, Spicer & White, had asked for agreement from all 25 member agents yesterday to pay 30 per cent of interest charges on the £10 million. But the agents may not be able to recover the cost from their professional indemnity insurers as the scheme may not go ahead after all.

BRITAIN'S shortly to be privatised Royal Ordnance factories have won a £24 million order from the US Army for their Stun mortar production order. This is the first production order covering the American annual requirement for 1985, to follow a long, hard-fought campaign to get the British weapon accepted by the Pentagon. It involves more than the Royal Ordnance factory in Nottingham, and about 350,000 bombs made at factories in Chorley, Lancashire, and Glasgow, Wales.

US interest rates slip on hopes of easier monetary policy

From Alex Brummer
in Washington

American interest rates edged down on the New York money markets yesterday following their sharp drop on Monday on expectations that the Federal Reserve will continue to ease monetary policy.

At the latest treasury bill auctions three-month interest rates fell from 7.25 per cent to 7.00 per cent, their lowest level since 1980. Encouraging market speculation that the Federal Reserve may give rates another nudge down by

dropping its discount rate from 7.5 per cent to 7 per cent.

The drop in rates on Monday had provoked an explosive bond rally on Wall Street which has been fuelled by the notion that the US economy is going nowhere this year so government securities must be a generally better investment than the stock market.

There was further evidence of a weakening economy yesterday when new car sales dropped to an annual rate of 8.1 million in May from 8.7 million in April.

The continued weakness of the economy has made the markets nervous ahead of the next gross domestic product flash forecast due to be released on June 20. This has led to the runaway speculation that the Federal Reserve will be forced to lower rates.

It certainly appears to be taking no notice of the latest \$4.5 billion jump in the growth of the money supply which has alarmed some analysts.

Dr Henry Kaufman, of Salomon Brothers, argues in his latest market letter however that the larger than expected growth in the money supply is not likely to change the accommodative posture of the Federal Reserve.

Among the reasons many analysts expect the Fed to keep money on a loose rein is the continued overvaluation of the dollar which is being largely blamed for the sluggish economy.

Sturge will go public next week

By Mary Brasier

Sturge Holdings, one of the two largest underwriting groups in the Lloyd's market, will be the first to go public when its shares are quoted on the Stock Exchange on Monday. Dealings are expected to start at over 250p a share, giving the group a market value of more than £55 million.

Sturge is arriving by way of an introduction sponsored by Kleinwort Benson and armed with a 69 per cent increase in interim profits to £1,923 million for the first half of 1985. Despite the poor results emerging from some syndicates in the market, Sturge is forecasting full-year profits of £7 million together with a 6p dividend and an upturn in business over the next three years as premium rates harden.

The largest part of its business is in the marine market with less exposure to troubled areas such as US long-term risks.

The group has expanded rapidly over the past two years and is now the largest subsidiary of the Lloyd's ruling that brokers must sell off their underwriting syndicates by 1987. Earlier this year Sturge bought Edwards & Payne from Sedgwick Group to add another three syndicates to its stable of 13 and profits of £800,000 to its total this year.

The group has not yet exhausted possibilities of the investment programme. Chairman

Mr David Coleridge said they had been offered several opportunities and although no decision had been taken at the moment he would like to add additional marine and non-marine syndicates. Sturge syndicates are currently writing up to £270 million of premium income and hope to increase that limit to just under £600 million with the addition of at least 200 new names for 1986.

Mr Coleridge, who has just returned from a regular recruitment drive in the US, said he had found no reluctance among names to join Lloyd's despite well publicised horrors like the PCW losses. At least 3,000 new members are expected to join the market for 1986.

Sturge is also looking at non-Lloyd's businesses in financial services as an area for expansion, but has no immediate plans.

Next week's listing will establish a proper market for the company's shares after a year of matched bargain dealing which has seen the price of the shares fall from £1.25 to 370p before a recent scrip issue. Five hundred names and 100 employees hold shares and around 8.4 per cent of the capital is owned by institutions.

No new shares are being issued for next week's introduction and there are no obvious large sellers so Sturge expects a successful debut.

Brussels and Washington agree on new steel pact

From Michael White
in Washington

The United States and the European Community have headed off another round of trade wars by agreeing to a 100,000-ton increase in EEC steel imports in return for the promise of tighter European restraints before the end of the year.

The formal EEC position is that the issues are not linked, but necessity has prevailed.

In unpublicised talks between the Commerce Secretary, Mr Malcolm Baldrige, and the EEC's Commissioner for External Affairs, Mr Willy de Clerq, a provisional agreement was reached whereby French

steelmakers will be allowed to send 100,000 tons of large diameter steel pipe worth up to \$500 million as part of a French contract for 320,000 tons to build an oil pipeline between California and Texas.

In return, Mr de Clerq conceded that the 1982 basic steel agreement covering 10 products and 85 per cent of EEC exports to the US will be renegotiated by the end of October to broaden its range, much in the way that subsequent US deals with Japan, Brazil and Korea have enhanced the protection of the ailing US industry since 1982.

There was also agreement that Europe would acknowledge quotas on the so-called "consultation products", including cold-finished bars, black plate, alloy wire rod and other more special steels which the US alleges have caused the American steel industry

the most serious damage to the steel industry.

There is continuing bitterness about 20 years of US protectionism in which American goods have not taken their opportunities to restructure and modernise. But given US protectionist pressures, European diplomats appeared initially grateful that negotiation rather than retaliation had been achieved.

GFSA unveils plans for Kloof

By Andrew Cornelius

Gold Fields of South Africa, which is 48 per cent owned by the Giant Consolidated Goldfields group, yesterday demonstrated its confidence in the future of the South African economy by unveiling details of the first major gold mining development there for nearly a decade.

GFSA is planning a £180 million investment to extend the Kloof mine close to Johannesburg which will give access to 390 tons of gold reserves with a market value of \$3.9 billion (£4.9 billion) at today's prices.

Mr Robin Plumbridge, the

GFSA chairman, said that the project will commit the company to gold mining in South Africa until the year 2030. He said that GFSA and Kloof are both South African companies with considerable confidence in the future of the South African economy, which has extensive construction and mining interests outside of South Africa, shares in the future.

GFSA stressed the important social aspect of the new mining project which will employ between 10,500 and 11,000 people. "The great majority of these people will be low-skilled," he said. "That is a

very important aspect from the national point of view."

GFSA has structured the Kloof deal so that it does not fall foul of new legislation to be announced within the next few weeks aimed at preventing the merger of mining developments in a way which would mean the loss of state tax revenues. Mr Plumbridge said that he was confident that the arrangement whereby the existing Kloof mine would be extended, rather than merged with a new company, would meet with the approval of the South African authorities.

GFSA and its subsidiaries already own 97 per cent of the extension area to the Kloof

mine. They will sell this interest in the Kloof mining company (where GFSA has a 30 per cent share stake) in return for Kloof shares. The initial development costs of the mine will then be funded by the issue of a £120 million (£45 million) convertible debenture.

An independent merchant bank has been hired to ensure that the deal is fair to all shareholders.

Mr Plumbridge said that the development will begin to operate profitably by the end of 1992. He said that the investment calculations had been based on the existing gold price of around \$315 per ounce.

Hopkinsons Holdings p.l.c.

RESULTS FOR THE YEAR ENDED 31st JANUARY 1985

	1985 £'000	1984 £'000	Increase %
Turnover	32,165	27,298	3
Operating profit	5,385	4,842	11
Profit before taxation	5,830	5,019	16
Profit after taxation	3,649	2,944	24
Dividend	5.55p	5.55p	
Earnings	22.23p	17.91p	24

The final ordinary dividend of 4.15p per share will be payable on the ordinary share capital as increased by the proposed one for four scrip issue.

The Directors in their Report state:-

Sales volume has increased slightly during the year and there has been an improvement in margins due partly to the benefit arising from the introduction of new capital equipment and new products which is an ongoing process.

Hopkinsons, Donkin and Wolstenholmes all performed well with increased

contributions to group profit. Blakeborough had a difficult year but should return to profitability this year.

It is the policy of the Board to place great emphasis on the development of high technology products which enable the Group successfully to compete in world markets.

The Chairman's Statement includes the following comments:-

In many ways it has been a pleasant year, the turbulence of national events, whilst not having a direct effect on work loads, impinged on the Group in many diverse ways.

Our U.K. service companies and overseas subsidiaries make worthwhile contributions, and Donkin's expansion of its Canadian factory happily indicates a need to lay early plans for further development of its capacity. Another feature of the year and one which pleased immensely was the absence of the need for redundancy on anything approaching the scale which necessity caused us to suffer in recent times. The introduction of further modernisation to

enable us to stay in the forefront must bring the conflict of man and machine with it but it looks as though transitions can be eased and contained; if it means a somewhat earlier retirement for some who have been long associated with us to secure the eagerness and aspirations of the young then I hope that differing viewpoints on these issues may be reconcilable.

I am not given to star-gazing but do not doubt that we can adjust our line of collimation sufficiently to give us commercial accuracy in attaining objectives. The results for the first two months of this year have been encouraging.

Hopkinsons Holdings p.l.c.



Birkby Grange, Huddersfield HD2 2XB

When you look at some modern buildings, their aim seems to be to turn people into robots

Architects will need to think small in the 21st century



ALTERNATIVES

Harford Thomas

ARE architects human? The answer, under of course, is "Yes." But the question arises again in the aftermath of the Palazzo Piazza affair. Looking at some of the illustrations to support Mr. Rossi's scheme for the planting of a tower of glass-fronted towers as the centrepiece of a new Mansion House Square, I found myself asking, where are the human figures? There could make up only six diminutive human figures, though the specks at the foot of the tower may have been human, if hardly visible, and the figures, if visible, as tall as the building.

This is not the first time I have noted the tendency among architects and town planners to exclude people from the sketches, models and photographs they make of their projects; to reduce them to insignificance. One of my favourites goes back more than 30 years to an idyllic watercolour sketch of a proposed traffic relief road for Oxford through Christ Church Meadow with four cars, one lorry and one bus in sight.

If you go through some of the picture books of modern architecture you will begin to wonder whether architects have a subliminal wish to dematerialise the human element in their plans and from their photographs.

Their photographic record

living rooms with no occupants, street facades with no pavements, Muravies without balconies, concert halls without orchestras or audience, railway stations without trains or travellers, sport stadiums without crowds or contending teams, factories without workers, art galleries without sculpture parks without viewers.

It is, all rather, eerie. Is this how the architect wishes his work to be known, undebated by human eyes as he depicts a form of artificial landscape? This, indeed, is the approach of some artists. John Piper, for one, in his recent painting of the buildings in the natural landscape hardly ever includes a human figure (though stone statues do appear).

In fact, too much of the debate about architecture tends to be about the external appearance. It is time to look like, that is, the point for public debate... What goes on inside it, that is for the client — and also his employees, but what say will they have?

Some of the most successful modern architects have been exhibitionists, making a name for themselves by the public impact of their works. The architect of the Babel megalopolis attaches to the competitive drive of the ambitious architect to make it taller, more different, more conspicuous. Modern technology provides the tools. It is time to do that. That way leads to gigantism.

The current revolt against high rise in particular and against megalopolis in general is a protest against inhuman scale and inhuman pace. Human beings, through some process, have come to suspect and reject the promise of a development which will enable them to reach their work places by underground transport and underground walkways and tower block lifts to an air enclosed within tinted glass, with underground shopping as an optional extra.



ILLUSTRATION BY PETER CLARKE

This is a formula for the brave or at least the Mod. Modern technology could bring it about. A genuine exercise in social engineering, but not a civilised society.

Happily, the new technology, being micro rather than macro, seems more likely to do the reverse. Already the trend is to go to work in a car to disperse rather than concentration, to decentralisation rather than to centralisation.

Heavyweight institutions (though not all of them) have been the slowest to recognise and welcome this trend. The slowest of all has been the Government, where authoritative centralism is the prevailing ethos of Thatcherism. It seems that Mrs Thatcher erally had been persuaded. That a 1980s American model Miss van der Rode was a paper supplement to the key to the survival of the City of London.

To escape misjudgment of that sort we need nothing less than a new understanding of the world, to fit the world of the twenty-first century. A number of phrases have already been coined to sum up what is needed.

One I lay claim to immediately was my own: "Places for People" was the title of a

Guardian series I edited in 1966 for the United Nations Habitat conference on human settlements (later published by Guardian Business Services as a book under that title).

People feel at home if they feel they belong, both to their own locality and their own community. This is a very crucial message. Many of the urban disasters of our time have been due to the destruction of neighbourhoods in the name of comprehensive development, or to the relocation of people in ill-thought-out and therefore soulless new schemes.

A sense of place is indefinable; you can't pin it down, but every place acquired its own personality. We say colloquially, "it's a very nice place," and everybody knows what that means.

Another way of putting it is to be found in Winston Churchill's comment, at the time of the rebuilding of the House of Commons after the war: "The shape of buildings. Thereafter our buildings shape us."

A significantly different formula came from that early genius of modernism, the giant Le Corbusier, when he said a dwelling was "a machine to live in." Churchill's point was that

people must think about what their buildings will do for them.

In practice, most people, architects included, have a clear idea of what kind of dwelling will make a satisfying home. But not architects are more likely to be found living in the older and less comfortable of cities rather than in the new housing they have designed for others.

Human scale should be the reference point for architects. The textures of life in classical times it has been. Only in the last hundred years or so has machine technology made it possible to disregard it (Churches, palaces, and houses can call ceremonial buildings are a different matter: they were built to an ultra-human scale with the intention to awe and overawe the populace).

In a book called "Human Scale" by Kirkpatrick Sale, human scale in architecture is analysed in relation to the human eye. His vision of the human eye. It has been calculated that the maximum range for recognition of a human face is 72 feet, and for reading of a facial expression it is 15 feet.

At a single glance normal vision can take in a width of 60 feet at a distance of 52

feet. A forward looking leverage will take in a building height of 26 feet at a distance of 82 feet. By judging these figures around a calculated idea of street widths and buildings for easy visual recognition.

They yield an ideal street width of 72 feet and building height of 42 feet (somewhere around the middle of the lower building heights for narrower streets. And this is what you find in the fashionable parts of older cities such as Charleston, Savannah, Georgetown. Well, well. These and some similar mathematical ratios turn out to be the common factors in human well-being and serenity; what we also call urbanity.

Much of the most interesting architecture now in the 1960s is by small firms (think small) and is the advance of micro-technology encourages them, for it opens up a new outlook for creative small-scale development. Colorfully this could be the new wave of the future. To brand objectors to old hand-gism as sentimental reactionaries is therefore absurd.

As yet, however, the new wave is almost a head in a sack of clout. What are waiting for is a new philosophy of architecture in which people matter.

Japan switches from consumer electronics

The consumer boom is ending but new growth is planned. Michael Smith reports from Osaka

JAPAN'S fast-growing electronics industry is rapidly shifting away from its traditional reliance on consumer goods like televisions and refrigerators towards industrial products like robots and office equipment in an attempt to maintain the pace of growth during the late 1980s.

The latest estimates indicate that Japan's electronics industry is expected to grow rapidly by 50 per cent to an annual output of about 109 billion units by the end of 1990. This is largely because of planned and expected expansion in the sales of industrial electronics and components.

This growth will make the Japanese electronics industry far bigger than the entire output of European firms and place it second in the world behind the US.

Forecasted by the glass Japanese electronics concern Matsushita show that the sales of industrial electronics and components will grow between three and four times faster than the sales of consumer goods over the coming three years.

The forecasts project huge expansion in the sales of robots, semi-conductors, facsimiles, telecommunications equipment and computer peripherals, while the growth in sales of consumer goods like televisions, hi-fis and dishwashers will be substantially slower.

Matsushita, the world's third largest electronics company, foresees sales of industrial electronic components like microchips, circuit boards, and robots going up by 52.5 per cent to 10.9 trillion yen in 1987. Sales of industrial electronics like word processors, telephones, and facsimile equipment, will grow at an annual rate of 14 per cent during the same time.

But the Japanese here are convinced that the boom in consumer goods is finally over, with sales in the next three years growing at the annual rate of only 3.4 per cent.

Moreover, the Japanese believe that the trend has now been established in which the expansion of industrial electronic equipment sales will far outpace the sales of

consumer goods which provide the primary cause for much of Japan's dramatic economic expansion in the 60s and 70s.

It is a trend reflected in moves by Matsushita, Japan's largest electronics firm, with its own prosperity based soundly on the consumer goods boom. To raise the portion of group sales from industrial electronics from 23.40 per cent in a current three-year development programme, Matsushita is also distributing 100 billion yen (\$1.75 billion) a year in research and capital expenditure programmes into the industrial electronics field.

However, the projected growth in Japan's industrial electronics industry will inevitably arouse renewed fears in Europe and America over Japan's mounting trade imbalance with the rest of the world.

The Japanese industry is increasingly concerned that Europe and America will impose strict trading barriers to halt its growth, and only recently the Prime Minister summoned the heads of 60 top companies for urgent talks on methods to help ease the crisis.

There is growing pressure on Japanese industry to purchase more supplies and equipment from the West, and equally to plough larger sums from its mounting trade surplus into permanent new investments in the West.


The results of Mr Nakasone's intervention and Japan's location in Asia are likely to emerge early next month.

● Mr Nakasone yesterday told his Cabinet ministers not to give in to political pressures and to increase their efforts to meet a July deadline for starting steps to open up Japanese markets to foreign products.

He wanted ministries to move quickly to reduce tariffs, relax regulations, and remove other barriers to imports, said officials at the Prime Minister office.

Economic Agenda has been held over until tomorrow.

PUBLIC APPOINTMENTS

 **JOBMATE**

Jobmate is a unique multi-media youth unemployment project which helps young people survive unemployment and find work by linking them with 'jobmate' volunteers. The project is managed collectively.

TEAM CO-ORDINATOR

- to identify and develop links with media outlets
- to take a central role in the project's administration,
- to maintain an overview of the project's work

The successful applicant will be able to promote the project openly and take overall management and administrative advice appropriately to a collective.

SOUTH LONDON CO-ORDINATOR

- to recruit, train and support jobmates
- to publicise the project locally
- to liaise with community, youth and careers work agencies

The successful applicant will be able to cope with a varied work load and develop local networks of jobmates.

For both posts, experience of working with or an understanding of the needs of young unemployed people, particularly young women and those from ethnic minorities, is essential. Some weekend and evening work is required.


Salary: £11,000 p.a.

Jobmate is partly funded by the GLC and sponsored by the National Extension College.

Further details and application forms from: Jobmate, 8 Stratton Ground, London E9 7PQ. Tel. 01-222 0222.

Closing date: Monday, June 24th.

Jobmate is an Equal Opportunities Employer.

 **JOBMATE**

SOCIAL SERVICES DEPARTMENT
Deputy Officer-in-Charge
Grade 6, \$3,154-C\$15,767, plus appropriate allowances as shown on C-12.03 per night
SUMMIT HILL, 100 PALATINE ROAD
DOBBSFURY, MANCHESTER 20

An experienced and enthusiastic individual is required to join a team of staffers in a 24-hour center for mentally handicapped adults. The person appointed will be expected to possess considerable experience of caring for the mentally handicapped.

Applicants must demonstrate a high level of skill and imagination and will be expected to develop case practice and policies, co-ordinate individual case management, and coordinate the delivery of a wide range of social work programmes and placement staff supervision. Inter-agency issues is an important function of this post.

Applicants should send Personnel Statement, P-0 form 536, Yours truly, Declaration, and references to: **Deputy Officer-in-Charge, Social Services Department, Manchester, Tel 061-234 3667/2368 (between 9 am and 12 noon, Monday-Friday 9 am-5 pm).**

The City Council operates a Union Membership agreement under which a member is member of a recognized Union.

MANCHESTER
City Council

Manchester City Council is an Equal Opportunity employer and we positively welcome applications from women and men, regardless of their racial, ethnic or national origin, disability, aged up to 65, sexuality, or responsibility for dependents.

DIOCESE OF SALISBURY

The Salisbury Diocesan Board for Social Responsibility
wishes to appoint:

**A DIRECTOR FOR
SOCIAL RESPONSIBILITY**

The post, which is open to men or women, ordained or lay, is full-time. The Board delegates its responsibilities through committees, and the successful applicant will have a responsibility in awakening and sustaining interest in social concerns at home and overseas. The Diocese covers the greater part of Dorset and Wiltshire.

Copies of the job description, together with an application form, can be obtained from: The Diocesan Secretary, Church House, Crane Street, Salisbury, Wiltshire. SPT 208.

GLC
Working for London

Our equal opportunities policy can work for you. In many areas of the Council's work women, ethnic minorities and people with disabilities are under-represented. Our positive approach to equal opportunities is aimed at redressing this imbalance and we would particularly welcome their applications for this post.

Senior Management Analyst

To take a lead role in special projects work directed at reviewing key aspects of administrative performance throughout the Council's services and providing a problem solving capability in management issues.

The post calls for the interpersonal skills, expertise and experience to advise at the most senior decision-making levels within the Council coupled with the ability to initiate and implement change. A sound knowledge of management and its associated processes within large organisations is essential.

£16,426 - £18,483 inc. Ref: PE6381.

Write to PE Staff Section, Room 325 or tel: 01-633 5728/6630. Application forms must be returned by 14 June 85.

To obtain your form write to the appropriate Staff Section, quoting the ref. and room number on the envelope, to: GLC, The County Hall, London SE1 7PB. Or telephone the number given.

The GLC is an equal opportunities employer.

We invite applications from women and men from all sections of the community, irrespective of their ethnic origin, colour, sexual orientation or disability, who have the necessary attributes to do the job.

Job sharing arrangements are open to all applicants.

CIRCLE TRUST LTD

The Camberwell branch provides a club and supportive housing for single people with a background of homelessness or institutional living. Currently there are 26 units in management. This number will more than double over the next two years, and will include shared housing, a small hostel and self-contained flats. The staff team is planned to grow in line with the completion of the housing development programme by partner Housing Associations.

CO-ORDINATOR

This new management post has been created by the branch committee to promote an integrated approach to a workload that is growing in scope and complexity. Salary scale (inclusive) £11,594-£12,273.

For further details apply to The Administrator, Camberwell Circle Club, 25 Camberwell Grove, London SE8. Tel: 01-703 8548.

Completed application forms should be received by 24th June 1985.

PSI

**LOCAL AUTHORITIES RACE RELATIONS
INFORMATION EXCHANGE**

**ADMINISTRATIVE
ASSISTANT**

Applications are invited for the post of Administrative Assistant to this information service to local authorities, located at the Policy Studies Institute. The appointment will initially be up to 31st August, 1985.

Salary up to £7,000.

Application forms and further details are available from: Policy Studies Institute (Recruitment), 100 Park Village East, London NW1 0SE.

Closing date: 28th June, 1985.

PSI is an Equal Opportunities Employer.

LEEDS POLYTECHNIC STUDENTS UNION

**STUDENT RECREATION
AND SPORTS OFFICER**

Position to co-ordinate and develop general recreation and club activity of a Students Union. Applicants for the post should preferably have:

- An education in sport (Diploma or Higher)
- Coaching experience and qualifications
- Experience in leisure management
- An interest and background in student life

Starting salary £7,500 to £8,500

For application forms please ring 0532 430171.

Closing date for applications 18th June.

**LEEDS POLYTECHNIC STUDENTS UNION,
(SPORTS OFFICER APPLICATION),
CALVERLEY STREET,
LEEDS LS1.**

ASSISTANT MANAGEMENT SECRETARY

£15,688-£16,722

This post is responsible for running the central Management Secretariat which:-

- services the Policy and Resources Committee, its Sub-Committees and Panels;
- assists and services Appeals Committees dealing with mutual allocation appeals, etc;
- provides information and advice to voluntary and community bodies, through a Grants Panel;
- handles some legislative requirements, e.g., implementation of:-
- Internaly Investigate "Obstruction" complaints.

Candidates should ideally have some experience of Committee administration. The principal requirements are a sound administrative background and an ability to develop and interpret policies and initiatives. Two or three years experience of a similar post would be an advantage.

Further particulars and application forms can be obtained from the Management Secretary, Room 326, Cole Office, Broadway, Rushmore, MK40 1TS (01628 7777 ext 311), Closing date 28.04.85.

Bexley

London Borough

THIRD WORLD INFORMATION NETWORK LTD

DEVELOPMENT OFFICER
(Trade) Up to £14,500

ADMINISTRATIVE OFFICER
(Office Management) Up to £10,000

Two new appointments must be made to the team developing new forms of trade and technology transfer with the Third World. This company is funded by the GLC for four years.

Details on applications from TWIN Ltd, 86-100 St. Pancras Way, London NW1 8ES. Tel: 01-482 1028.

Applications must be in by June 24th, 1986.

Equal Opportunity Employer

VS

INTERNATIONAL VOLUNTARY SERVICE

Two Staff Vacancies

FIELD OFFICERS FOR

BOTSWANA AND LESOTHO

VS aims to make development by supplying technically and professionally experienced people to work on two year contracts with governments, community and groups in the Third World.

The Field Officers will administer and oversee the VS Volunteer Programmes in Botswana and Lesotho respectively and provide voluntary support.

Applicants should have: previous overseas experience, preferably as a volunteer; knowledge of Southern African states; administrative and other relevant skills. Terms include sound salary, housing, insurance, Field Office vehicle and all expenses. Annual visits to the UK.

Two stage selection procedure leading to appointment in August for Botswana PO and September for Lesotho PO.

Details and application form from Overseas Department, VS, 16 Regent Road, Leamington CV34 4ET. Tel: (0493) 691882. Closing date: 10 June.

LOUGHBOROUGH STUDENTS' UNION
requires a
RAG/COMMUNITY OFFICER

To administer Loughborough Students' Rag and the Union's work in the local community. Fund-raising experience useful. Enthusiasm vital.

Salary on scale: **25922 - 25430**

For full details and application form, please apply

The Administrative Secretary RBF: RAG/COMMUNITY OFFICER
The Students' Union, Union Buildings, Ashby Road, LOUGHBOROUGH, Leics. LE11 2YT.
Tel. Loughborough 217765.

GENERAL

London Borough of Waltham Forest

INTENSIVE INTERMEDIATE

TREATMENT

An alternative to custody

**INTERMEDIATE
TREATMENT
OFFICER**

\$7,759-\$11,375 per annum
(inclusive depending on qualifications and experience) plus
beneficial union benefits

The Archdiocese Project has been in operation for over 2 years and has a staff of two program managers offered a variety of alternative placements to custody or care for juveniles. The program manager position provides an intensive supervision and treatment program for up to 20 youngsters a year. The program manager includes (individualized treatment plans, case planning, structured activities and supervision).

We require a person with some knowledge of the justice system and experience of working with teenagers. As the position is a full time position comes from a multi-racial background and strong working knowledge with special knowledge of working with

Informal enquiries: Pat Aspin,
International Treatment
Co-ordinator, Tel. 01-527-5544
extension 5220.

Please quote ref. F6822.

Application form and further
details from: The Director of
Social Services, Municipal
Council, High Road, London,
E10 5QJ. Tel. 01-527 5544 ext.
5511. Closing date: June 31,
1982.

**AN EQUAL OPPORTUNITY
EMPLOYER**

**THE MISSIONS
TO SEAMEN**

require

**A DIRECTOR OF
NATIONAL APPEALS**

raise funds from the commercial sector and to manage the society's trading company. Applicants should be a member of the Church of England, have broad administrative experience and skills in communications. Knowledge of marketing will be an advantage. To live within 70 miles of London. Salary around £9,500. Links with MA and the C.A. provided. To start August. Apply for job specification before June 28, to:

Assistant General Secretary
(Administration),
The Missions to Seamen
St Michael Paternoster Royal
London EC4R 3EL
Telephone 01-249 5202.

South Downs Way Short-term Project officer

The Countryside Commission, in conjunction with Hampshire County Council, wishes to appoint a project officer to carry out consultations and negotiations on the proposed extension of the South Downs Way long distance bridleway. It is proposed to extend the route from the West Sussex/Hampshire county boundary as far as Winchester. A background in environmental planning or agriculture would be useful. The successful applicant will have some experience of consultation, negotiation and public speaking and will understand public rights of way legislation. He/she will be based at Hampshire County Council's Recreation Department in Winchester. The post will be for a period of approximately 6 months. The salary will be Scale 6 pro rata (currently £9,486 p.a.). Applicants must own a car and have a full current driving licence.

Further details and application forms may be obtained from:

**The County Recreation Officer,
Hampshire County Council,
North Hill Close,
Andover Road,
Winchester SO22 6AQ.
Tel: Winchester 64221 ext. 54.**

Applications must be received by 17 June 1985.

Countryside

COMMISSION

RESEARCH OFFICER

£11,268 — £12,258

The City Council has established a new unit within the Chief Executive's Department to provide an in-depth research facility for elected members.

The unit will be headed by a Research Officer who will carry out a range of research projects and provide a research service for party groups and Committee Chairpersons and Conveners.

Applicants should be qualified to degree level and have substantial experience of working in a research environment.

Application forms and further details are available from the Director of Personnel and Management Services, City Chambers, High Street, Edinburgh. E31 1PL. Telephone 621-226 2424 Ext. 6419.

Closing date — 18 June 1983.

Edinburgh District Council is an equal opportunities employer. Applications are invited from women and men, from all sections of the community, irrespective of ethnic origin, disability or sexual orientation, who have the necessary attributes for the post.

IMPROVING SERVICES — CREATING JOBS

City of Edinburgh

**Public Appointments appear
on page 27**

New £800m tap stock on rise in gilts

Hanson

Trust

Lord Hanson — happy with London Brick

ised at £10 million, but no one has come up with a price. "The alternative to selling, he could step up from the US\$100 to a full quotation, go for a bit of fund-raising or try a bid for someone else. With 77 per cent of the equity in his hands, the decision is very much his."

On the trading front his indications are to consolidate this year after a spell of expansion which has given him a 53 per cent stake in profits from the year to March 31 up 93 per cent to \$225,000. He is believed to be going for £10 million this year.

**Edited by
Tony May**

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Ed. Date	8/20

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BUILDING SOCIETIES

THE GUARDIAN Wednesday June 5 1985 21

THIS MORNING five hundred building society delegates are gathering in the Congress Theatre, Eastbourne, for their 49th annual conference. Many subjects will be under discussion, but there is one overwhelming concern: how will the new building society legislation, which will be in force early in 1987, affect them. The Economic Secretary to the Treasury, Mr Ian Stewart, is due to address the conference tomorrow and his audience will be eagerly awaiting further reactions to the Green Paper and clues about Government intentions. This special report reviews the present situation and future prospects

Coping nobly while alterations are in progress

INTRODUCTION
Margaret Dibben

FOR a hundred years and more after the Chesham Building Society opened its doors in 1845, the building societies experienced little evolutionary change. But in the last couple of years a revolution has gathered such momentum that, before long, the societies will scarcely be able to recognise themselves. The Government's Green Paper last July appeared broadly in line with the Building Societies Association's proposals. The Future Constitution And Powers Of Building Societies. The only area which disappointed the societies was not being allowed to break into insurance underwriting. But since then there has been a shift in sentiment. Recently the Government has hesitated over granting the right to underwrite conveyancing, and societies may have to give way on this one. The new legislation in its final form should be passed in just over a year's time and should take effect early in 1987.

The past twelve months has not seen such a bolt from the blue as hit societies in February, 1984, when the Revenue decided to tax gifts profits. Rather there has been an acceleration of existing trends. Most dramatic of these was the march across the country of the cash dispenser and the agreement of societies to co-operate on a shared network. Or rather two different networks. The movement as a whole is not pulling in the same direction, though we may yet see an amalgamation of the systems.

There has been a contraction in the number of societies through merger but, unusually, a couple of proposed mergers failed to materialise. The difficulties of merging now being experienced by Alliance and Leicester will be a caution to anyone believing that size is of paramount importance.

Other milestones since the last annual conference include the abolition of the £50,000 limit on savings with one society; and a new advertising code of conduct agreed with banks and finance houses to standardise rates of interest shown in publicity material.

To their dismay, banks are now on the same interest paying footing as societies, having to deduct tax before distribution. As a comeback, they designed new competitive saving schemes. The banks' high interest accounts have been a particular sore to building societies this year. The main reason why societies' inflow has been falling short of requirements.

Not until next April will societies be able to match banks' ability to pay dividends gross to offshore residents, enabling them to open up the expatriate market, whether the pensioner who has retired to

Spain or servicemen in Germany.

The banks reactivated their interest in mortgage lending this year, but this has not been a problem because there is enough business for all. Indeed, the societies with their low intake this spring will be glad that the banks are pulling up so much of the slack.

But when savings start coming back to societies, as they eventually must given the extraordinarily high rates they are paying, then they may have to be more competitive on the lending side and maybe consider abolishing the differentials they now like to impose on large loans. Apart from the Woolwich and Nationwide, which have no differentials, and a handful of societies which impose higher rates from £30,000 loans, all societies are charging more from £25,000 although the average mortgage taken out now is £22,000. A market in secondary mortgages — that is selling the debt to a third party — appeared this year. While popular in the United States because of the old practice of fixed rate mortgages, the idea is unlikely to make much headway here.

But the system of splitting home loans into two functions is likely to gather momentum, and the foreign institutions already have the expertise. There is no reason why building societies should both arrange the mortgages and service them afterwards.

The idea of a mortgage bank is likely to take hold. Institutional investors with plenty of cash looking for profitable investment could provide the money for home loans which would save building societies from the dependence on small savers. The large institutions have neither the retail outlets, the facilities, nor the experience for initiating loans and ensuring repayments are made; building societies do.

Building societies have already started formal links with other financial institutions: Abbey National with the Co-operative Bank; Nationwide with Guardian Royal Exchange and Abbey Life; Bank of Scotland with the Nottingham. There is more scope for tie-ups, and no shortage of American banks who would love to own a British building society. Societies who choose to become limited companies under the new legislation could be bought out by UK or foreign companies. It is possible to envisage several top societies under foreign control.

Lloyds Bank has already cornered 2 per cent of the house selling market by buying estate agencies. What could be more natural than a one stop housing supermarket offering sales, purchases, mortgage money, conveyancing, removal, and legal services? The Government has cast a doubt over conveyancing because of possible conflict of interest, but it does not seem troubled about other functions.

HIGH RATE BOND SHARE. NEW RATE APPLIES FROM 22ND MAY.

ONLY A SELECT HANDFUL OF INVESTORS CAN SEE INTO THE FUTURE.

With a new Abbey National High Rate Bondshare we guarantee to pay you 2.75% above our normal share rate for two whole years. So you can have both hands very firmly on the future.

Although rates vary from time to time, currently that's a hefty 11.00% net p.a.

You hardly require the powers of a clairvoyant to see that this is no ordinary investment opportunity.

STRICTLY LIMITED ISSUE

To set the ball rolling you require a minimum of £10,000.

In return, your investment will yield an equivalent of 15.71% gross if you're taxed at the basic rate. And you may invest up to the total joint account limit of £500,000.

As you might imagine, an investment opportunity of this nature has to be strictly limited. So we urge you to act swiftly.

ACCESS TO YOUR MONEY

If you need to get at your money, withdrawals can be made without penalty providing you give us ninety days' notice. Or you can have instant access but you'll lose the equivalent of ninety days' interest on the amount withdrawn.

Either way, even if you leave in less than £10,000, your Bondshare will still live up to its name and earn you the full high rate.

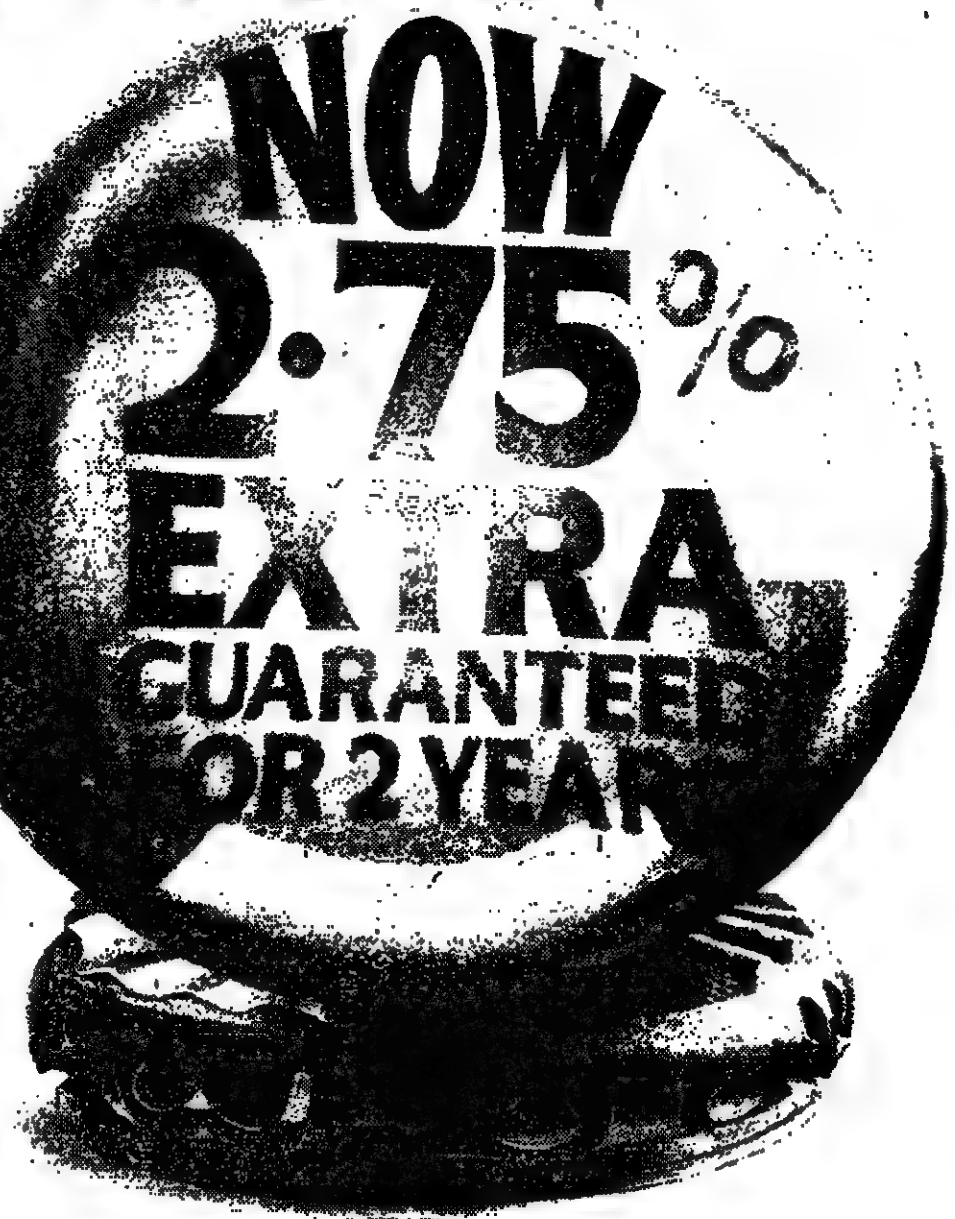
WHAT HAPPENS TO YOUR INTEREST?

Your annual interest can be re-invested in your Bondshare. Alternatively, it can be paid into certain other Abbey National accounts or into your bank. It's your decision.

But to take advantage of this unique investment opportunity you'll need to act smartly.

So return the coupon to us today. Or call in at your nearest Abbey National branch to apply for the new High Rate Bondshare.

Because if you've £10,000 or more to find a home for, your future investment plans should now be crystal clear.



Are you as happy with your building society?

ABBAY NATIONAL BUILDING SOCIETY, ABBAY HOUSE, BAKER STREET, LONDON NW1 6XL

To: Dept. B.S.2., Abbey National Building Society, FREEPOST, United Kingdom House, 180 Oxford Street, London W1E 3YZ.

I/We enclose a cheque for £ to be invested in a High Rate Bondshare
Account at my/our local branch in

Interest will be credited annually. Remember rates may vary.

Full name(s) Mr/Mrs/Miss

Address

Postcode

Tel.

Signature(s)

Date

G46



Please send full details and an application card.
Minimum Investment £10,000. Maximum £250,000 (or £500,000 joint account).

11.00% = 15.71%
NET P.A. GROSS EQUIVALENT

ABBAY NATIONAL HIGH RATE BOND SHARE

Which Society?

Amongst the 'Top Twenty' has:
* The highest reserve ratio
* The lowest administrative costs
* No branch offices
and offers to new and existing investors from 1st June 1985

NEW RATES

10.85% = 15.5%
11.14% = 15.91%

COMPOUND ANNUAL RATE IF HALF-YEARLY INTEREST ADDED

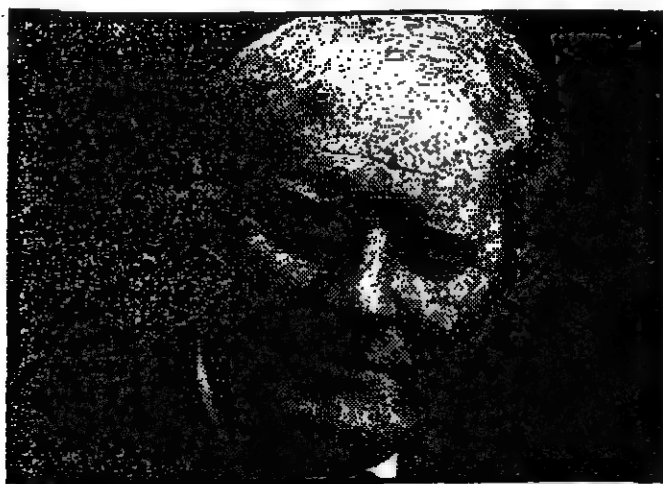
IMMEDIATE ACCESS TO BALANCE OVER £10,000 (or £5,000 for three months notice)

Free brochure from

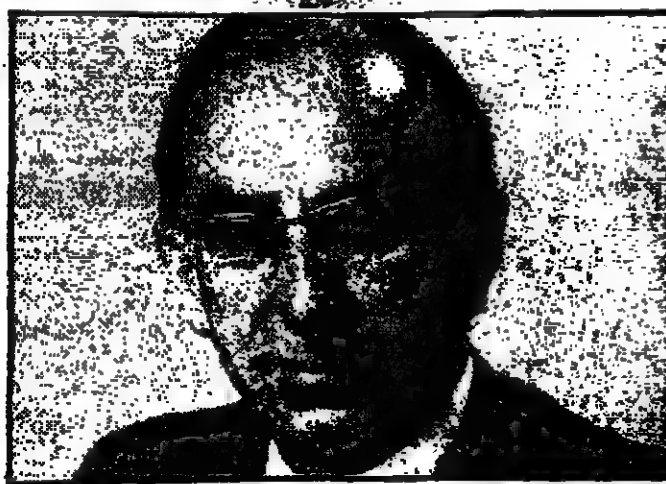
GUARDIAN BUILDING SOCIETY

Dept. BS, 120 High Holborn, London WC1V 6RH. Tel: 01-242 0891

RATES VARIABLE ABBAY OVER ONE MILLION



Alan Cumming



Herbert Walden



Clive Thornton

How the media came in from the cold

IMAGE
Steve Levinson

NOT many years ago, a group of Fleet Street journalists were travelling down to Eastbourne together to attend the annual conference of the Building Societies Association. They arrived in time for the opening of the conference at the Congress Theatre, and for the welcoming address by the Mayor. Then, when the conference was about to begin its first working session, they were politely asked to leave.

This was a ritual which was acted out year after year. The building societies' industry felt it was not appropriate for their annual proceedings to be covered by the Press.

The outcome of all this secrecy was not what the societies might have hoped. On that occasion in Eastbourne, a number of journalists spent their long hours counting Rolls-Royces and Jaguars around the conference building, and next day stories

appeared which implied that the societies were living luxuriously, while conducting their affairs behind closed doors.

The societies wondered why they got bad publicity. Similarly, journalists came to regard the old BSA headquarters in Park Street with some distaste. This was because when they arrived to cover BSA council meetings, they were not allowed in the building until the council was over.

Many a story about societies' meetings in their "plush, Mayfair offices" were written by cold and wet journalists who had been left to stand in the rain. Again the societies wondered why they got bad publicity. This was at a time when the movement was boasting over 20 million investors and five million borrowers, but felt it could continue without the glare of publicity.

Fortunately attitudes have changed in the past few years, but at such a slow rate that building societies are still lagging behind other industries

in the way they handle the media. Now at least journalists are allowed to cover the



"Apparently, if there is to be a rise in mortgage interest rates, three puffs of white smoke will issue from the keyhole."

BSA conference, and they no longer have to wait outside BSA headquarters when the

council is making important decisions.

The treatment of the media at the BSA has become much more professional, and competent. Credit for this must go to the past two chairmen of the BSA. Both Alan Cumming and Herbert Walden have been more ready to talk to the media, explain the industry's point of view, and react with an understanding of the problems the media have in meeting deadlines and news requirements.

While progress has been made at the industry's headquarters, improvements in individual societies have been far more patchy. In terms of media awareness, the industry can be said to have faced two distinct eras — BC and AC. These stand for Before Clive and After Clive. Clive Thornton, when he became chief general manager of the Abbey National, was from the media's point of view a breath of fresh air.

What he said may not have pleased his rivals at other

societies, but he knew the value of getting his view across, and how it was possible to, at one and the same time, further the interests of his society and attract favourable media attention.

It was Mr Thornton who even went as far as bottling mineral water from a well at Abbey House, and marketing the bottles from Baker Street for Sherlock Holmes buffs. But there was also a serious side to his activities, including the changes he forced on the cartel, and his society's ventures into housing projects. The most spectacular side effect of the Thornton era has been the waking of that sleeping giant of a building society based in Halifax.

For years, the Halifax took the view that it was so big it need talk to nobody. It was an organisation with assets greater than the nation's gold and currency reserves and unaware it had a public role. The scene at the Halifax has changed dramatically. It is now the first society for many

journalists to turn to for information. Its top management is willing and able to talk authoritatively at a moment's notice, and it has an efficient press and PR set-up. In a few years it has come from nowhere in the PR league to close to the top.

But other societies have performed less strongly in their dealings with the media. The Abbey has not yet come to grips with the AC era, while the Nationwide and Leeds Permanent have performed erratically. The Woolwich, on the other hand, has maintained a consistent high level rapport with the media.

The fact that the societies have belatedly realised the value of a higher profile is inextricably tied up with more aggressive marketing and fiercer competition for funds. But in an era where the savings products tend either to cancel each other out or merely confuse, a forward looking public image is more important than ever.

*Steve Levinson is Economic Correspondent at PA.

Magic trick that can't be repeated

RATES POLICY
Peter Rodgers

WHICH other financial institution can offer its depositors a positive real return after tax and its borrowers a negative real rate of interest? Only the British building society appears able to pull off this magic trick. Customers on both sides of the balance sheet are kept happy.

Depositors are getting gross equivalent rates better than the biggest banks can attain on the money markets for huge deposits. Mortgage borrowers, thanks to tax relief, are paying a net rate of interest lower than the rate of inflation of the houses which they have been buying.

For borrowers, the negative real rate of interest is a continuation of a long trend which went into reverse only briefly in 1981 and 1982 when house prices failed to rise. Over most of the last 30 years, net interest payments have been outstripped by house price inflation, though not for the moment by the rather less relevant figure for retail price inflation.

For savers, a positive real return is only justice, after the 1970s, when savings were eroded rapidly by inflation which was above the net rate of interest. So what could possibly be wrong?

The seeds of a rather wider problem lie in the behaviour of the building societies in co-operation with National Savings and the banks for deposits. There is nothing unnatural in competition. But it does drive interest rates above the levels they would otherwise have attained.

Two of the players in the market have narrowly based perceptions of what they are doing. National Savings is told what to raise by the Chancellor and, whatever is happening in the savings market, it sets rates to pull in the required amount of money. Building societies, since their determined attempt to reach a free market by abolishing mortgage queues, are operating in a parallel manner: they look at mortgage demand and set rates at a level they hope will attract enough funds to satisfy all their potential borrowers.

The banks, though they have proved unexpectedly aggressive in recent months, have a far broader funding base and much wider loan outlets.

They are trying to slow their move to dependence on wholesale funds, and if possible reverse it, but banks are not yet afflicted with the "deposits at any cost" mentality of the societies. They are more often ready to draw a line where the marginal cost of funds becomes ridiculous in proportion to commercial money rates, a market where they have far more flexibility to operate than the societies.

The result is that the narrow focus of building societies has taken them to new peaks of interest payment. In gross terms small savers are getting a better deal for deposits than a major bank offering multimillion pound time deposits on the markets.

Arguably, high rate funds are averaged or matched against high interest mortgages for larger borrowers. But with societies' liquidity ratios in steady decline, such

small or even negative returns would simply not be contemplated on such a vast scale in a reputable bank. It has all gone a bit haywire. The position would be justifiable if the societies maintained their lending margins over and above their cost of funds. For a variety of reasons, for which as borrowers we all congratulate them, they have held back. The popularity of raising rates further would be overwhelming.

Looked at in the round, there is a strong case — now queues have been abandoned for mortgages which gives a proper return above the cost of funds. Societies are instead imposing an artificial ceiling on mortgage rates, which still represent the best financing bargain around, because there is a built-in profit from the present rate of house price inflation. These continuing low rates for mortgages are helping to stoke up house price rises to the extraordinary current levels, well above retail price and wage inflation.

So at the end of the day the cheapness of mortgages is an illusion because house prices inflate faster. The low rates also encourage diversion of mortgage money to other spending. What is happening is a closed circuit in which housing demand is encouraged at the expense of an



"Put it this way — in get rid of that mortgage round your neck you'll need to keep your nose to the grindstone for the next 25 years."

interest rate war which makes real returns extremely handsome for depositors, an effect which spreads throughout the retail financial markets and which ultimately pushes all real interest rates too high.

But a freer mortgage market at higher interest rates simply to cool off house price rises, would bankrupt existing owners. One solution would be a two tier interest rate, with market rates for new borrowers but a smoothing for existing home owners, who would be charged on some moving average rate.

Perhaps this all sounds too brazenly Thatcherite and free market for comfort, especially in a housing market where all the pressures have been towards purchase, eliminating the alternative of renting. But the choice may soon be between giving more ground to the banks by reintroducing queues or raising mortgage rates to a much higher margin above the cost of deposits. The magic trick will not work for long.

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It takes algebra to dig out the gold

SAVINGS
Mary Brasier

ALL that glitters in building society branches often has gold somewhere in its name. Dull old seven day share accounts have miraculously become gold, liquid gold, premium, or bonus accounts overnight in the societies, battle to part investors and their savings.

Choosing an investment account is not just a simple matter of adding up the rate of interest on offer; it is a complicated equation of access, amount and time. Investors need algebra rather than elementary arithmetic in making their choice.

Many societies agree that it

has all become too complicated. "We have got to get back to basic simplicity. For two to three years we were confusing our public," says one.

Figures from the Woolwich underline the change that has taken place. Just over five years ago 90 per cent of the society's money was invested in basic share accounts. Today the proportion is between 30 and 40 per cent. Elsewhere the shift has been more dramatic. Cheltenham & Gloucester, which started the gold rush in 1981 with its Gold Account paying a one per cent premium over base rate, now takes the overwhelming portion of its funds in the form of this account.

The idea of a higher rate of interest without strings has

been picked up widely by societies in the past four years and has been a major weapon by some to bring funds back into the building society movement at a time when it was under intense competition from the banks.

According to the Woolwich, seven day accounts are now obsolete unless something is added on. "The old share account no longer produces enough return. Instant access with a high rate is absolutely essential."

With mortgage demand growing — both in numbers of loans and the amounts borrowed — the essential target for societies has become the saver with large and stable funds. The move has been up-market in pursuit of higher

balances, so interest rates geared to the amount deposited are likely to remain a key feature of investment accounts. As one manager puts it: "Large amounts of money do not move around so quickly. It will be with you as long as you can offer an acceptable rate."

The average size of account is now around £4,000 and rising all the time. Although there are societies — Woolwich and Halifax, for example — which impose no ceiling on investments, it is more in hope than expectation that really large balances will be deposited. "That sort of money is not flowing in, £50,000 is probably the maximum," says one observer.

There is none the less a growing market in savers with significant capital sums. The

increase in home ownership is just now starting to produce a generation which is inheriting property-generated wealth. Societies are hoping to net some of these funds.

The gold type account is one way societies think they can tap the large and stable market. There are two others. Term shares are an important device because the money is locked in for a minimum period — anything from one year upwards, and most usually 3-5 years.

Marketing of term shares is likely to be stepped up partly because the guaranteed premium built in makes them attractive now if interest rates fall, and also because many of the funds first invested when term shares were launched is

now free again. Societies need to keep that money.

According to Abbey National, ambitious lending plans mean ambitious savings plans. The move towards territory traditionally dominated by banks is another way of attracting new funds and is perhaps the most ambitious of all. Abbey National was the pioneer with the Cheque-Save account in 1981. The society sees its saver profile as ABC 1 and rejects the middle market as being too volatile.

Again a key feature is encouraging large balances by paying three tiers of interest ranging from seven per cent for balances up to £2,500 to 10 per cent for deposits of more than £10,000. Other societies have gone a similar route of

treading on the banks home ground with cash machine facilities and plastic cards.

Abbey National is now looking to take the Cheque-Save Account a step further. The current restrictions on building societies have prevented them from indulging in unsecured lending. With new legislation in the pipeline, they could be free in the next couple of years to move even nearer to banks. Abbey National is carrying out test marketing to ask customers if they would use a building society for funds other than for house purchase or whether they would stick with traditional sources if, for example, they wanted an overdraft. For Abbey National, this kind of development represents the only real innovation left to

societies in the short and medium term.

But other societies see a trend towards target marketing of special groups such as women, the 55 plus age group, and even children. And the search for reliable ways to fund lending will continue to produce new initiatives. The consequence for the saver is hard to discern accurately. On the one hand, clearer target markets should produce some further weeding out of "superfluous" savings accounts, so that the range each individual society offers could actually shrink. On the other hand, the overall choice between societies is likely to be as wide as ever, and the complex equation of amount, access and interest rate looks like being unresolved for some time.

Living under the influence of the US dollar

INTEREST RATES
David Simpson

THE COST and availability of mortgages is destined to be governed by the mighty dollar for the foreseeable future, or at least until 1988 when President Reagan's second term of office expires, and with it, the US budgetary deficit.

Funds available for mortgage lending from the traditional private sector sources recovered in 1984 to some extent, largely as a result of the prevailing downward trend in general interest rates. The available resources were aided, albeit moderately, by the societies' ability to forage for cash in the building of the wholesale money markets.

But in January, as sterling slid yet again to a position of near parity with the dollar, the Treasury stepped in and hiked up bank base rates by 4.5 percentage points, damping the flow of funds into building societies in the process.

Inevitably, savings, and thus mortgage, rates have been pushed up, but only by a fraction of the amount forced on the clearing banks.

A parallel jump in building society rates would have proved politically unacceptable, and in real terms, unaffordable. The move in bank base rates was designed as a short-term mechanism to protect the value of the pound, and the banks have duly cut their rates again, although by a far lesser percentage than the original raise.



"I'm suffering from insomnia doctor — it all started when I took out a mortgage on this dream cottage..."

But the consequence of the banks' moves has been first, generally higher mortgage rates, and secondly, an abrupt halt to any real flow of funds into the building societies. Like it or not, while building societies are being pressured into direct competition with other deposit-taking institutions, including the High Street banks, they have far less flexibility to move interest rates in immediate reflection of general money market trends.

Quite simply, the cost and time burden of switching mortgage rates in line with interest rate changes is prohibitive, and it is a near impossibility for building societies to amend their rates in harmony with other rate movements.

This means that building societies, and their savers and borrowers, must expect periods of substantial rate distortions in the years ahead. It also means that the society's economists must develop a forecasting art far more sophisticated than any

they have so far learned if they are to be able to balance the swings in external interest rates to allow the necessary overall flow of funds into societies.

This is all the more true when genuine domestic influences have taken a back seat when UK interest rates are determined, with the meterstick having become an external factor in the shape of the US dollar, or, more accurately, the US economy.

Ironically, the current high cost of mortgages and sparse supply of funds for house purchases has occurred during a situation which theoretically, under the Conservative monetary policies, should have guaranteed a strong flow of funds for building societies and low general and mortgage interest rates.

But beyond the dominant influence of the US dollar, the government's monetary strategy has become twisted at one level, to the disadvantage of building societies.

Bank lending to companies, traditionally the most important determinant of money supply, is at a very low level at present, partly because companies' cash reserves are unusually high and partly because the same companies are continuing their reluctance to invest in new plant and equipment.

This situation should in itself take pressure off bank base rates, pushing down other interest rates to the low levels at which building societies are best equipped to compete for private sector funds.

But, on the other hand, the clearing banks are lending hand over fist to the personal sector, subsidising the consumer spending boom whose end is not in a revival of demand for British made goods, but in an increased flood of imports into the UK.

One relief, at least, has been that the government has now put a brake on its usage of National Savings, the building societies most immediate rival for personal sector cash, as a revenue producer. After a sharp increase in its National Savings target, the figure has subsequently been held steady.

One problem is that the government is less concerned with an even flow of funds as with its fiscal year end target, and the introduction of new schemes, or substantial rate changes, can lead to sudden and unexpected dents in the building societies' pattern of receipts.

More damagingly, the Conservative programme of public sector asset sales is now being accelerated, and the privatisation of such corporations as British Telecom, British Airways and British Gas are all feared, at the personal sector as much as at the professional institutions.

This practice, over the next two or three years, could place building societies under far greater burdens than does the competition they face from National Savings.

The conclusion must be that building societies will be compelled to be ever more imaginative in launching new savings schemes, to maintain an adequate and even flow of funds. But no matter how successful they may be in this, it is inevitable both that there will be periods when mortgage queues expand abruptly, and that mortgage rates themselves are doomed to remain comfortably in excess of the inflation rate.

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BUILDING SOCIETIES

A time bomb ticking away in the flat world

LEASEHOLDS
Margaret Dibben

THE SYSTEM of buying property on a long lease, a long entrenched element of property law, is creeping towards extinction. A Building Societies Association report recommending the abolition of leaseholds in favour of a strata system has been backed by the National Consumer Council and a number of MPs.

Not everyone agrees with the BSA that the strata system is the "best answer for multiple unit developments" and a number of other organisations are also conducting their own investigations: the Ngece Committee on the management of private blocks of flats is including strata title as one of the topics it will comment on, possibly this summer; the Lord Chancellor's Department's consultative document on covenants and strata title should be published by the end of the year; the Law Commission and the Land Obligations Bill crosses the territory; and the recent Farrand Committee report on conveyancing has commented.

Problems caused by buying leasehold while serious, have not been voiced loudly enough by the system's detractors to alert public opinion or start a groundswell of opposition. While they have often caused misery to inhabitants, only now are many in the housing industry beginning to hear the time bomb ticking away.

Buying property leasehold has had momentum just after the second world war when many blocks of flats were built on 99-year leases. These are now approaching the half-way point of their term. Those that are at the stage of having less than 40 years to run on the original lease are becoming difficult to sell, says the BSA.

Building societies are loath to lend on property with less than 40 years left: some insist that there are 36 years of the lease still remaining after the mortgage has been paid off; so if you are asking for a 25 year loan, you cannot look at any property where the lease has less than 60 years outstanding and should you scrape by, think of the situation should you want to sell in five or ten years' time.

With whole blocks of flats falling into this category, bright bits the property as it becomes difficult to sell. The price then drops, leaving the home owners with a depreciating asset when they had assumed they owned an appreciating one.

The potential enormity of this problem persuaded the BSA to undertake its own original legal research. The working party concluded that long term reform, instigating

radical solutions, is needed in order to cure what it calls the "deep seated difficulty" of leasehold tenure which has a basic incompatibility with home ownership.

The solution they favoured has been tried and tested over the past 20 years in New South Wales, Australia: that of strata title. Strata systems used in other Australian states differ in detail but the NSW operation is considered the most successful.

Buildings are divided into strata or horizontal layers, and each stratum has rights and obligations with full freehold ownership. Once the strata plan is approved by the local authority, a corporate body automatically comes into existence which has the unit owners as members - virtually a tenants' association.

Ownership of the building is split between the unit, which stretches as far as the



"By the way - there's a gentleman of the road in the outer office inquiring about mortgages on mobile homes."

inner surfaces of the outer walls, floors, and ceilings, and the shell of the building which is common property and owned by the corporate body. The corporate body is, in effect, the agent for the property and is responsible for insurance, maintenance of the common parts, and levying a fund for expenses.

Introducing this system in newly built blocks would be straightforward; but complications could arise when transferring existing leasehold property and the immediate difference this would make to its value and the interest of the existing freeholder.

The working party concluded that flat dwellers in England and Wales have been badly served by leasehold tenure and the only proper cure is a clear system of ownership. They admit that no legal system can prevent a property from becoming unmarketable when it nears the end of its economic life, but they believe that adopting strata

title will minimise the legal and practical difficulties of living in a block of flats.

Some of the severest problems have come to the notice of the National Consumer Council. In his comments on strata title, the chairman, Mr Michael Montague, said: "An Englishman's home is supposed to be his castle. But for some of those who live in leasehold properties, it's more like a trap with little hope of escape."

While they have legal rights, it requires money, time, and distress to take a dispute to court. Many problems arise in getting a landlord to carry out repairs and to do the work properly and reasonably.

The Welsh Consumer Council has been particularly enthusiastic about leasehold reform. The extent of leasehold ownership is widespread in Wales and many terraced houses, as distinct from the more common leasehold flat, are still owned this way.

But in spite of the general agreement for change, there is not unquestioning support for the strata title system. The Law Society says the plan should be referred to an expert body for detailed consideration. It is a bad idea to wipe away an old and tested system for an uncertain one, and are concerned that the proposals incorporated in the Land Obligations Bill will be delayed by a recommendation for strata title.

The Farrand Committee said that the Government should get without delay to improve the law relating to flats and other leaseholds but proposed that strata title should not be pigeon-holed. The British Property Federation accepts that there is need for an alternative system such as freehold flats, but finds it difficult to accept strata title as it stands until it has been investigated more thoroughly. It is not impressed by the BSA report and expects more problems than it suggests.

The strongest condemnation of the BSA proposals came from the Royal Institution of Chartered Surveyors. It rejects the building societies' allegations against landlords and blames the societies themselves for an inflexible attitude towards short lease flats. The RICS accuses societies of "failing to adopt professional management standards," questions the BSA's wisdom in promoting these radical changes, points to some ineffectiveness in the Australian system, and challenges the assumption of widespread problems selling flats on short leases.

But those who have a real interest in the subject, the flat dwellers themselves, are the least organised or vociferous, and a change in the law might have to wait until the leaseholders club together to lead a campaign.

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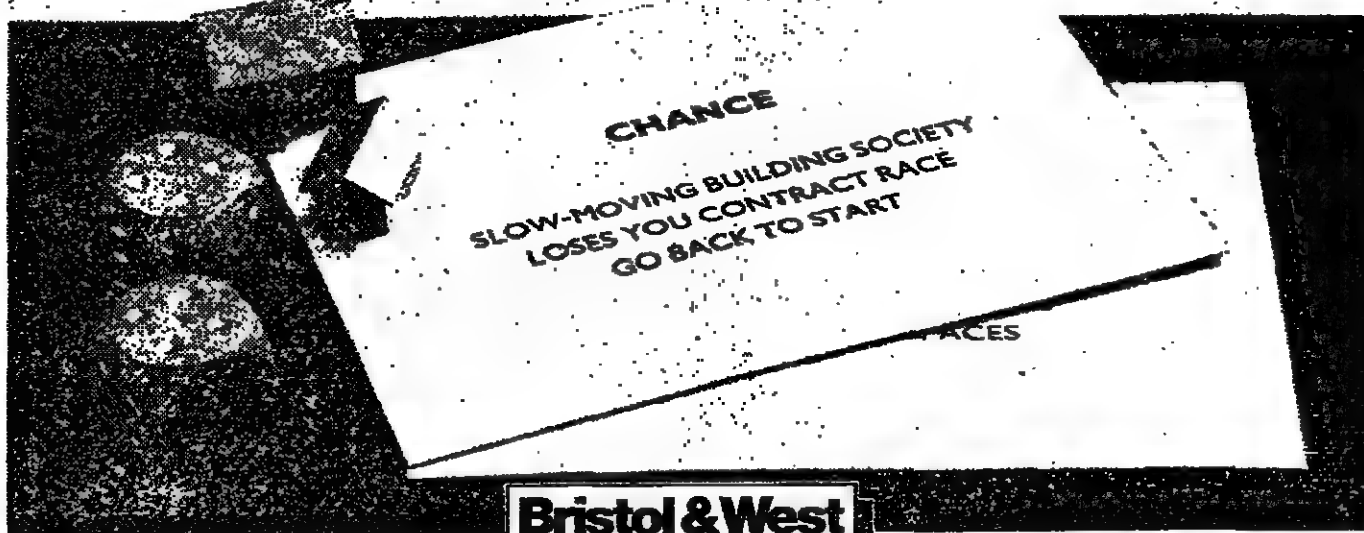
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Nationwide looks to the future

More help for housing

Providing mortgages for as many people as possible is still our major pre-occupation. Coupled with this is the positive support of inner city regeneration.

Nationwide was the first building society to launch a special support lending scheme in a housing action area and since then we have taken many further initiatives to help improve the country's housing stock.

We have also pioneered the introduction of index-linked lending, which enables people who would otherwise be unable to afford it, to buy a home of their own.

The Nationwide Housing Trust, established some 18 months ago, has so far committed over £28 million to 17 housing developments, providing over 1,250 units mostly in urban areas for those on modest incomes and for those who are in the later stages of life.

More help for our customers

With more than three million investors and over 500,000 borrowers Nationwide is conscious of the need to offer an even better service.

The recently introduced Automatic Passbook Updating Terminal System (APUTS) enables cashiers to offer Nationwide customers a speedy and efficient service, with direct contact with our central computer.

Later this year the first Automatic Teller Machines will be installed in the



Society's branches. The network, which will quickly extend to a total of 120 machines, will be supplemented by the Society's membership of the LINK consortium of financial institutions.

The modern consumer needs modern services; Nationwide's FlexAccount offers "current account" services with the benefit of full interest.

Our Travel Money service is so popular that travellers cheques and foreign currency worth over £15 million were sold to customers during 1984.

Reaching new financial markets

The days when building societies could rely solely on an influx of funds from the public are now over.

Nationwide recognised this some time ago and pioneered the introduction of Negotiable Bonds, which were launched in 1981, and Certificates of Deposit in 1983.

In 1985 we have launched a new Treasurers Account for companies, clubs and funds, with the rate of interest closely linked to money market rates.

The importance of stability

In this period of change for building societies, Nationwide is determined to meet the challenge of the times. But we are committed to stable expansion and continuity of effort in this crucial area of the nation's life.

It pays to decide Nationwide

Nationwide Building Society, New Oxford House, High Holborn, London WC1V 6PW.

Mobility versus marriage

WOMEN'S PROSPECTS

Margaret Dibben

BUILDING society counters are traditionally staffed by young females, head offices run by elderly men; until recently, the only modification was that the branch staff became older and the management younger.

But now, slowly, the opportunities for women are improving, and increasingly they are taking advantage of a more open attitude among (male) building society leaders.

Two factors are opening the way for women. One is the more competitive stance of societies which has created

new or larger departments for marketing, computerisation and training; the other is the greater mobility of women who are now prepared to move area in order to win promotion.

A handful of societies have appointed women to the board: the large ones have promoted women to quite senior management positions; and the number of women branch managers is slowly but surely growing. But the numbers are still pitifully small.

Of the large societies only the Abbey National, Nationwide and Woolwich have female directors; and five of the small societies. There is one lady chairman (Nona Byrne of the Catholic Building Society), one vice-chairman (Phyll Turner at St Pancras) and two company secretaries (Olive Anderson of the Chesham and Violet Coppin at the Chiltern).

The directors of the small societies are Maureen Shuttleworth at Berrill on Sea; Ronnie Frost of the Civil Service; Lalage Swinburne of the Universal; and Patricia Land of the Waltham Abbey. Among the Big Five, the Abbey National has Sara Morrison and Jennifer Jenkins; Nationwide Rosemary Day and Katherine Whitehead; and the Woolwich Patricia Mann.

The last three deny being sexist in making these appointments; they say the women were appointed mostly for their consumerist expertise to counterbalance male boards with only financial, legal, or housing backgrounds.

Patricia Mann, of J. Walter Thompson, says: "I feel very strongly that being female is not enough. You must have skill to contribute as well, although the fact of being female can itself contribute other factors. You have a slightly different perspective and different ways of asking questions."

But building society directors are not involved in the day to day running of a society; they have a purely supervisory role. So what of the next level of senior managers who are directly influencing the society?

Marjorie Bevan ranks as a general manager with the Abbey National and sits on several BSA committees. At the Nationwide, Ella Wright is one of eleven general managers and head of the personnel department.

There are married women who have risen up their professional ladders and are now joining

building societies who need their specialist knowledge; several societies have female solicitors and surveyors; many computer departments have women at a senior level.

At this senior management level, women have established a strong foothold which will encourage other professional women looking for new careers. This is where the top management is being fostered.

But the Abbey has had a setback with its move to Milton Keynes. The society recruited many women to middle management in the mid-1970s, but now they have two years' experience at assistant manager level, the society has stopped expanding the number of branches.

With the head office move out of London, many decided not to relocate and have left.

But moving up to branch management is still a hard climb for women. A few have broken away from the cashier level into higher grading, but even those who come in as management trainees face prejudice and tradition.

Patricia Mann says: "The structural nature of building societies makes it easier for women to progress because there is a clear path. But it is a traditional male environment and it is often a question of confidence rather than knowing the routes. Women may need encouragement from a sympathetic branch manager. Among the top societies, between two per cent and ten per cent of managers are female."

One key to success is the willingness to move from area to area as higher grade vacancies occur. Traditionally, women have merely followed their husbands' job moves, and it was a rare man who would abandon his job to further his wife's career. Times have changed and this is now beginning to happen.

Building society policy often dictates that managers are deliberately not promoted from within the same branch, so they must change branches. With large south-east based societies it is easier to switch branches without moving house.

Women's attitudes are also changing and many are letting marriage take second place to a career. A survey by the British Institute of Management on the career development of British managers found that, while 93.3 per cent of male managers were married, only 61 per cent of women at the same level were, 27 per cent of the

men were divorced or separated, but 12 per cent of the women. This must show that women often have to forgo marriage to maintain a career, while many men can still comfortably have both. The report concluded that women managers are more likely to be coping with a dual career marriage and are more likely to suffer marital breakdown.

The report also found that women in management must have "considerable dynamism" to overcome the odds against them; they achieve equal status by being better qualified, more ambitious, and more mobile than their male counterparts. This is borne out by comments from the building societies. The Woolwich "women managers are tough ladies"; the Halifax — "women have a greater expectation of what they can achieve"; the Nationwide — "they are determined young women."

Marjorie Bevan comments: "You have to be better than men to start with to get on the ladder, and you have to be careful about what you are prepared, or not prepared, to do." Patricia Mann agrees: "Women are better at keeping several different thoughts in their heads at the same time."

As it usually takes ten years for a trainee to become a branch manager, the new generation of female recruits is only now beginning to approach branch management. The situation is more encouraging a little further down.

Societies are often now demanding the Chartered Building Societies Institute qualification from staff who want to move into management in most large societies, women outnumber men at senior branch assistant level — by as much as three to one at the Woolwich. But not all these women will want to become branch managers and some will stop work to bring up their families. Others, however able, may be nervous of taking on the full responsibility of a branch and lack the confidence to push ahead to the top.

For the new generation, the outlook is better still; at the Woolwich, 25 per cent of those studying for their certificates at the moment are women, but of those taking the building society practice exam, 288 out of 296 are female. The Halifax has a new pilot scheme of training scheme where eight out of the 15 are women.

The recession — and how to keep up with the mortgage

ARREARS

Mary Brasier

THERE are currently reckoned to be more than 37,000 households in the UK who have defaulted on their mortgages. It is still only a small fraction of the total number of loans advanced by building societies, but it is a figure which has doubled in three years and which could grow further in the near future.

Unemployment and associated financial problems are the principal reason for the rise in repayment difficulties. Marriage breakdowns used to be the main cause of arrears, but deteriorating economic conditions are now taking their toll on borrowers, getting worse all the time.

That is not the impression you would get from a report prepared by the Building Societies Association, and published earlier this year. Record levels of both arrears and possessions two years ago prompted the BSA to set up a working group with a brief to examine the problem and how it was being tackled. The result was a particularly low key document. It contained no hint of alarm or even recognition that the question of arrears was likely to become more serious in the future.

The report did concede that "The most recent cycle of arrears and possessions has been very pronounced. As a percentage of loans the number six to 12 months in arrears more than doubled between 1978 and 1983, although the proportion in 1983 was below the peak figure recorded in 1970."

But the working group had to study figures which did not reflect the deterioration taking place, partly as a result of the miners' strike and partly as unemployment figures increased. Figures from the Woolwich Building Society show that in 1984, longer term arrears (defined as more than 12 months) doubled over the previous year. "We are budgeting for another leap in 1985," says the society.

The Woolwich has a predominantly southern base, and has not felt the full blast of the miners' strike and its legacy of consumer indebtedness. None the less it anticipates further significant rises, particularly in short-term arrears — less than 12 months — because of general unemployment. There is also some continuing fall-out from the coal strike whose effects go beyond the mining community.

Borrowers who run up short-term arrears are also on the

increase because higher interest rates have coincided with a slowdown in wage increases. Building societies try to get round the problem by urging borrowers to talk to them before the arrears pile up, and preferably as soon as they run into financial difficulties. They can also help in two ways if payments do fall behind.

Loan terms can be made more flexible. The life of the mortgage can be extended to lessen monthly payments, and borrowers can often limit their payments to just over the interest on the loan, deferring repayment of the capital. In a few cases, societies will allow borrowers to suspend payments temporarily. Usually it

is a solution offered to borrowers who are made redundant but can show they are likely to get another job soon.

The ultimate step of repossessing a property is only rarely taken. According to the BSA report less than 0.1 per cent of mortgaged homes were taken back by societies in 1983. Nearly a third of that figure is accounted for by occupiers surrendering the house voluntarily to avoid the bother of selling. Most societies claim to err on the side of leniency over possessions.

It is possible, though, that their attitude may harden. One large society manager sees changes stemming from legislation currently in the pipeline. If one of its effects were to make societies more commercial, a growing bad debt problem might be handled more harshly. It costs £15 million to handle arrears in 1983, plus £3.6 millions of lost interest.

Societies are recognising that they have to tackle the problem at its root. Part of the rise in arrears originates from the expansion of home ownership and mortgage lending. There is a trend for cases where borrowers have 100 per cent mortgages to get into arrears quickly. As one manager commented: "The more you are experiencing problems."

Part of the answer lies in stricter application procedures. Societies rely on the experience of their loan staff to judge whether applicants can afford the loan. They are often unaware of any other borrower commitments the may jeopardise his or her ability to keep up with the second mortgage or to pay for double glazing or new kitchen only adds to the problem.

Societies may in the end find that to stop the long term rise in arrears, they have to reassess radically their devotion to the practice of eliminating mortgage queues by giving home loans to most people who ask for them.



"Speaking of telephone numbers reminds me — our mortgage repayment is due at the end of the month."

CHRIS HAWKINS looks at the pedigrees and form of the fourteen Ever Ready Derby candidates

Cauthen will be trying to slip the field

DAMISTER (Mr. Prospector, Bateau, by Prospector, 77 dead, 10 good, 105f dead, Tough, determined colt. Beat Potosi by a length in Guardian Trial before winning Mecca Stakes easily at York. Would be nearly favourite if pedigree promised more stamina but sire has only had one winner over a mile and a half in America and none in Europe.

LANFRANCO (Relko-Cama, by Relko, 77 good to firm, 77 firm, 12f dead, 12f good, Beat Damister by 1 length in William Hill Futurity at Doncaster last season and distanced when winning Free Distance Stakes at Goodwood by three lengths from Phaedra. Said to need some give in ground.

LAW SOCIETY (Alleged Bold, by Boldnesian, 6f good to firm, 7f good, 12f good, Smooth winner of Goodwood Vase when beating Potosi by 2 lengths, but in only a moderate time. Nicely balanced colt who should stay the track and make the first three at least.

MAIN REASON (Main Reef, Get Ahead by Silly Season, 77 heavy, Unplaced in the

Irish 2,000 Guineas after finishing down the field in the Free Handicap. Looks out of his depth but is being allowed to take his chance because of some good home gallops with stable companion Reach. Not guaranteed to stay but will not mind if ground gets soft.

PETOSKI (Niniski - Sushila, by Petingo, 6f firm, 7f firm, Well beaten by Reach at Ascot last season and has something to find with Damister and Law Society on this season's form. Could be better than he appears, however, as stable has been badly out of form.

PHARANTE (Phary - Palante, by Tai Devan, 6f firm, 7f good, 12f good, Finished a neck behind Potosi in the first running of the Vase when beating Potosi by 2 lengths, but in only a moderate time. Nicely balanced colt who should stay the track and make the first three at least.

able of considerable improvement. Good outsider. **REACH** (Kris - Gift, 77 good, 77 good, 12f good, 12f good, Smart two-year-old who won Royal Lodge Stakes at Ascot, usually a good Derby pointer. Trained specifically for today and was still short of peak fitness when third to Damister (beaten eight lengths) at York. Not sure to stay. Richard Quinn's first Derby ride.

ROYAL HARMONY (Majestic Prince - Aloha Ave, by Kaval King), Maiden, but has run respectably in top class, notably when seven lengths fourth to Shaded in 2,000 Guineas. Has since disappointed behind Damister at York but apparently hated the soft ground.

SEURAT (Crimson Beau - Southern Seas, by Jim French), 12f dead, French colt who showed improved

form when blinkered at Saint Cloud last time, beating Romilla by 1 length (Romilla had previously run four lengths second to Are winner Sagace at Longchamp).

SHADEED (Nijinsky - Continual, by Danvers), 7f good to firm, 8f good, 8f good to firm, Big, handsome colt who beat Damister by six lengths in Craven Stakes before going on to win 2,000 Guineas. Bred to get the trip and would be a hot favourite but for the worry about his excitable nature. If he can overcome that he has an outstanding chance.

SLIP ANCHOR (Shirley Heights - Sayona, by Birkham), 8f good to firm, 12f good, 12f good, Lake developer who was too backward to be trained seriously as juvenile but has won two of his three races this season. Won Lingfield Derby Trial

by ten lengths from moderate opposition but is sure to stay and could reach winning level. He has won all types of going but overnight rain would enhance his chance.

SNOW PLANT (Snow Knight - Casquelot, by L'Enjoleur), 13f good, 13f soft, Unraced last season. Has won two of his four this year in undemanding company, but was a well beaten third to Theatrical in April.

SUPREME LEADER (Rustico - Princess Zena, by Habitu), 8f good to firm, 11f good, 11f good, Unraced last season. Has won two of his four this year in undemanding company, but was a well beaten third to Theatrical in April.

THEATRICAL (Nureyev - Tree of Knowledge, by Sassafras), 8f firm, 11f good, 10f good to firm, Unbeaten Irish colt. Defeated Leading Counsel by two lengths at the Curragh in April. (Leading Counsel, stable companion of Law Society, subsequently disappointed badly in Irish 2,000 Guineas). Has had difficulty in keeping a straight course and looks a hard ride.

What the experts forecast

RICHARD BAERLEIN

1. Shaded
2. Royal Harmony
3. Theatrical

RACING EDITOR

1. Shaded
2. Supreme Leader
3. Law Society

CHRIS HAWKINS

1. Slip Anchor
2. Shaded
3. Law Society

TOP FORM TIPS

1. Shaded
2. Law Society
3. Damister

3.30 EVER READY DERBY; 3-y-o; 11m

Winner £204,160; 2nd £77,028; 3rd £37,514; 4th £16,898 (14 runners)

Channel 4 and ITV

- 302 (14) 212-211 DAMISTER (K. Abdulla) J. Tree 9-0 Y. Saint-Martin (Green, pink sash and cap, white sleeves)
- 303 (12) 2111-01 LANFRANCO (D) (C. St George) H. Cecil 8-0 C. Asmussen (Black, white chevron hoop and cap)
- 304 (2) 1113-1 LAW SOCIETY (S. S. Niarcho) M. V. O'Brien (IRE) 9-0 Pat Eddery (Dark blue, light blue cross-belts, striped sleeves, white cap)
- 305 (9) 41-00 MAIN REASON (F. Salman) P. Cole 9-0 F. Waldron (Dark green, light green spots on cap)
- 306 (7) 1130-2 PETOSKI (Lady Beaverbrook) W. Hern 9-0 W. Carson (Basher brown, maple leaf green cross-belts and cap)
- 307 (5) 11110-2 PHARANTE (S. Karmel) G. Harwood 9-0 G. Starkey (White, maroon braces and armlets, striped cap)
- 308 (6) 11-3 REACH (F. Salman) P. Cole 9-0 T. Quinn (Dark green)
- 309 (8) 323-40 ROYAL HARMONY (Sheikh Mohammed) B. Hills 9-0 M. Hills (Maroon, white sleeves and star on cap)
- 310 (11) 3231 SEURAT (D) (D. Wildenstein) P.L. Biancone (FR) 9-0 E. Legrix (Royal blue, light blue epaulettes and cap)
- 311 (1) 31-11 SHADEED (Maktoum Al Maktoum) M. Stoute 9-0 W. R. Swinburn (Royal blue, white chevron, light blue cap)
- 312 (3) 41-311 SLIP ANCHOR (D) (Ld H. de Walden) H. Cecil 9-0 S. Cauthen (Apricot)
- 313 (4) 3311 SNOW PLANT (D) (Robin Hayes) K. Prendergast (IRE) 9-0 G. Curran (Chocolate, magenta sleeves, yellow cap)
- 314 (13) 213 SUPREME LEADER (Capt M. Lemos) C. Brittain 9-0 P. Robinson (Royal blue, white hoop on body, striped cap)
- 315 (10) 1-11 THEATRICAL (B. Firestone) D. Weld (IRE) 9-0 J. Piggott (Emerald green, white diamond frame and diamonds on sleeves, quartered cap)

1984: Secret 9-0 C. Roche, 14-1 D. V. O'Brien (IRE) 17 ran.
Betting forecast: 9-4 Slip Anchor, 11-4 Shaded, 6 Theatrical, 7 Law Society, 8 Supreme Leader, 12 Damister, 25 Reach, 26 Petoski, Royal Harmony, 40 Seurat, 50 Phardante.
TOP FORM TIPS: Shaded 5, Law Society 7, Damister 6.

Shadeed has never been more ready

Richard Baerlein

The 14 runners declared for today's Ever Ready Derby - Bairn is the only defector from the four-day list - means the smallest field since 11 faced the starter in the year Nijinsky collected the Triple Crown in 1970.

Nijinsky, the last 2,000 Guineas winner to go on and take the Derby, will be represented by Shadeed, who likewise won the 2,000 Guineas.

I am confident that Shadeed will follow in his sire's footsteps as all my reservations about his unsuitability for the race have been swept away.

It was his manner of winning the 2,000 Guineas which cost him so much support after one of the most inspiring performances ever seen in a trial when he beat Damister six lengths in the Craven Stakes. He looked the outstanding colt of his generation that day.

No one but Lester Piggott could have got him first past the post in the 2,000 Guineas and as he jumped off in the unsaddling enclosure Piggott immediately told trainer Michael Stoute that the horse did not give him the right feel at any stage of the race, so different from a work-out on the Heath a few days earlier.

I believe Piggott held his options open before deciding his ride until he was convinced Walter Swinburn had recovered entirely from the flu and was fit to ride.

Even if he was feeling his foot in the Guineas, Shadeed recorded by far the best relative time of the day as was the case in his Craven Stakes victory. Stoute believes his temperament is no longer a serious problem and so, although he would like to defer my choice until the horses are at the post.

I have found numerous Derby winners at Lingfield, some who have won there only once, and others who were defeated. Yet none going back to April The

Fifth in 1982 were as impressive as Slip Anchor when he beat Lord Grundy 10 lengths.

Slip Anchor had done a fast time when winning his previous race, the Heathcote Stakes at Newmarket. His sire, Shirley Heights, won the first running of this event before going on to win the Derby. I have never known a jockey as confident as Steve Cauthen who now rides and talks like a champion.

The Slip Anchor team were voted champions for May. Cauthen, the AT Cross Jockey of the Month, and Henry Cecil the Piper, Champagne, trainer of the month. This will not doubt be repeated for June should Slip Anchor win.

Slip Anchor is an ideal Derby horse who can go along from the start, has ample finishing speed and abundant stamina. Neither his owner, Lord Howard de Walden, possibly the last of the great owner-breeder, nor his father before him, ever won a classic and the family has never had a better chance.

Having sat next to John Scott-Ellis as he then was in school chapel, I suppose I should be praying for the success of Slip Anchor. A victory for him would at least save me from a losing race.

Supreme Leader has done nothing but improve in his three races this season. Clive Brittain and Captain Marcos Lemos were expecting a bold show in the 2,000 Guineas following an impressive trial.

The trainer estimates that Supreme Leader would have won in another two furlongs does not take into account the fact that Shadeed did not give him the best.

Supreme Leader is enjoying his best season and cannot understand why there is not more confidence in him this charge. If he wins, it will



SHADEED... out to emulate his sire Nijinsky, who won the 2,000 Guineas and the Epsom Derby in 1970

leave most of us wondering how he ever managed to leave him out.

Thunderstorms glare are required for Lanfranco and Damister, but not for Royal Harmony, who wants top of the ground.

Having finished fourth in the 2,000 Guineas on his seasonal debut when the first three in front of him and the two immediately behind him had all had an outing, Barry Hills was confident his somewhat backward and lacy horse would improve enough to become a live Derby candidate.

He then dropped in the York mud but has come back since the going dried out to raise the trainer's hopes once again. Royal Harmony worked and looked good at Epsom yesterday.

Provided the thunderstorms miss Epsom and the course is not watered, Royal Harmony at 12-1 a place as I suggested on Monday and 6-1 a place yesterday, represents the best early-way value in the race. But I would fear a change of going.

Damister won the Guardian Derby Trial in workmanlike style and fol-

lowed this up with a similar performance in Mecca-Dante. Although his sire, Mr. Prospector, was a sprinter and never appeared likely to get a Derby winner, the improving Damister runs as if today's trip will not prove beyond him.

Piggott's mount, Theatrical, is the only unbeaten runner. He could lose the race in the parade as he is very highly strung. Dermot Weld, whose horses are running exceptionally well, has ever trained and he won the 1981 Oaks with Blue Wind with Piggott on board.

Shadeed is my winner but Royal Harmony each-way is the value bet if the ground remains firm.

RICHARD BAERLEIN'S SELECTIONS - Map: SHADEED (3.0), Epson, Next best: LITTLE STARCHY (2.30 Epson).

Derby facts

The Derby was first run in 1780 and this year's race will be the 206th running.

Vincent O'Brien, who saddles Law Society, bids for a record-equalling seventh Derby success.

Lester Piggott has ridden nine Derby winners and other jockeys riding this year who have been successful before are Yves Saint-Martin, Pat Eddery, Willie Carson, Walter Swinburn and Greville Starkey.

The largest winning margin was 10 lengths by the ill-fated Shergar in 1981.

The longest-priced winner since World War II was Pedigree at 66-1 in 1961.

Seurat bids to become the first French winner of the

race for nine years. His teenage jockey Eric Legrix has his first ride in the Derby.

The record time for the Derby is held by Michaelson, who recorded 2 min 33.8 sec in 1936.

The shortest priced winning favourite since 1945 was Slip Anchor at 4-5 in 1968.

Theatrical, the mount of Lester Piggott, will be Curragh trainer Dermot Weld's first runner in the Derby.

Derby winning sires with runners today are Shirley Heights 1978 (Slip Anchor), Snow Knight 1974 (Snow Plant) and Nijinsky 1970 (Shadeed). Only Nijinsky among all today's sires has had a previous Derby winner - Golden Fleece in 1982.

REST OF EPSOM

- 2 00 WEST CARRACK (nap) 4 20 Redden
2 30 Tobemary Boy 4 50 Rockmartin
3 30 Slip Anchor 5 20 Joyful Dancer

JACKPOT AND PLACEPOT: All 6 runs
DRAW: Low numbers best up to 10
* DENOTES BLINKERS ON

CHANNEL 4

- 2 00-00000 STAKES: 2-Y-O; 6f; 54,822 (6 runners).
- 101 (8) 2144 CALISTO (K. Bellet) R. Ross 9-0 S. Cauthen
102 (10) 2013 DOLAN (John Gaby List) S. Cauthen 9-0 S. Cauthen
103 (12) 2111 NIELS (Sheikh Mohammed) B. Hills 9-0 M. Hills
104 (14) 2100-10 BASHIR (S. C. Brown) J. Piggott 9-0 J. Piggott
105 (16) 2100-10 BASHIR (S. C. Brown) J. Piggott 9-0 J. Piggott
106 (18) 2100-10 BASHIR (S. C. Brown) J. Piggott 9-0 J. Piggott
107 (20) 2100-10 BASHIR (S. C. Brown) J. Piggott 9-0 J. Piggott
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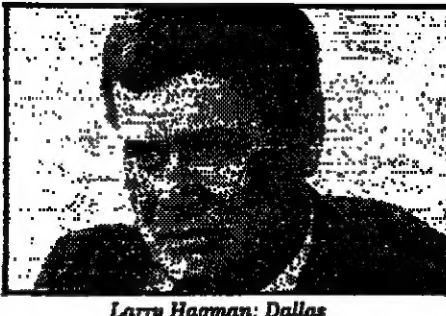
6.00 am Ceefax AM. 6.50 Breakfast Time. 9.20 Pages from Ceefax. 10.55 Gharbar. 10.30 Play School. 10.50 Interval. 10.55 Cricket. A Benson and Hedges Cup quarter-final match. 1.20 News After Noon. (except London). 1.40 Mr Benn. 1.55 Cricket. 3.55 Regional News (except London). 5.55 Lay On Five. 4.10 The Wombles. 4.15 The Biskitts. 4.35 Battle of the Planets. Ceefax subtitles. 5.00 John Craven's Newsround. 5.10 Gentle Ben. Ceefax sub-titles. 5.35 Gloria.

6.00 NEWS: Weather News.

6.35 REGIONAL NEWS MAGAZINES.

7.00 WOGAN.

7.25 HILARY. Mari Caine leads the re-run sitcom as the dizzy TV researcher, now suggesting to her boss that a haunted house investigation is always good for a programme, especially a comedy episode.



Larry Hagman: Dallas

8.55 DALLAS: The Verdict. Poor Jenna faces the most dreadful moment of her life — and that's only at Southfork, with that old murder rap being a bit of a headache too... Ceefax sub-titles.

9.50 POINTS OF VIEW. Barry Took with another collection of viewers' comments.

9.00 NEWS: Weather News.

9.25 Q.E.D.: Simon's War. It's three years this week since nearly 50 British servicemen died in the Argentine attack on the Sir Galahad in the Falklands, but there's another reason for rehashing this painful and memorable documentary telling the story of one of the "lucky" survivors. Next week sees a follow-up film, Simon's Peace, giving us further news of the young Welsh Guardsman who suffered terrible burns to 46 per cent of his body, and who we follow here through the agonising, frustrating subsequent months of skin grafts, physiotherapy and emotional trauma. Ceefax sub-titles.

10.25 SPORTSNIGHT. Harry Carpenter introduces the sports magazine for the last time, after 10 years as presenter, taking the mike to commentate on the Commonwealth Light Middleweight and British Flyweight titles at the Albert Hall, and looking back at this week's centenary of the British Amateur Golf Championship. Plus cricket highlights of one of this afternoon's key Benson and Hedges Cup quarter-finals, and news of England's footballers in Mexico City.

12.10 Weather: close.

Wales: 5.35-6.00 pm Wales Today. 6.35-7.00 Bowls: A highlight of the Welsh Bowls Championships. 7.00-7.30 Wales Today's Sport. 8.40-9.00 Inside Wales. 9.35-7.00 TV.

BBC-2


6.30-7.29 am Open University. 9.00 Pages from Ceefax. 10.00 Daytime on Two: You and Me. 10.15 Maths at Work. 10.40 Mindstretchers. Problems. 10.45 Pages from Ceefax. 11.00 Words and Pictures. 11.17 A-Level Statistics. 11.30 A-Level English. 12.00 Realities of Espana. 12.30 Pages from Ceefax. 1.30 One World. 2.00 Watch. 2.15 Subtitle Slot. 2.40 Zig Zag. Ceefax sub-titles. 3.00 Pages from Ceefax.

3.50 CRICKET. Further coverage (see also BBC-1, 10.55; 1.55) of one of today's matches in the Benson and Hedges Cup quarter-finals.

7.30 NEWS with sub-titles: weather.

7.35 MAKE 'EM LAUGH. Mark Curry presents another repeated compilation of clips from vintage screen comedies, on a watery theme.

7.55 THE UNQUIET SPIRIT: The Life and Work of Edgar Degas. Another showing to coincide with the current exhibition at the Hayward Gallery of Degas' work as print-maker, of a film exploring the many techniques employed by the artist who also sculpted, took photographs and wrote poetry in his task of recording "modern life". Written and narrated by the Times' former art critic David Thompson, it explores the many facets of Degas' artistic creativity and the particular themes — the race course, the ballet, and café society — which informed his work.



Jim Holt (Larwood), Hugo Weaving (Jardine): Bodyline

9.00 BODYLINE: 3. Third instalment of the Aussie-made drama charting the events behind the greatest sporting controversy of the century, with Hugo Weaving as the ruthless England captain Jardine, now (November, 1932) about to turn his fellow gentlemen players with his fiendish and ungentlemanly plan to curb the batting might of Bradman (Gary Sweet).

10.30 NEWSNIGHT. Including China's Sandhurst, the first in a series of reports resulting from a Newsnight team's month-long mission to the far east. Tonight, John Tuck looks at the training of the new officer elite.

11.15 Weather. 11.20 Interval. 11.30 Open University. 12.25 Close.

Wales: 3.35-8.00 pm Wales Today. 6.35-7.00 Bowls: A highlight of the Welsh Bowls Championships. 7.00-7.30 Wales Today's Sport. 8.40-9.00 Inside Wales. 9.35-7.00 TV.

ITV London

6.15 am Good Morning Britain. 9.25 News Headlines followed by Schools: Gather Round. 9.47 Finding Out. 10.4 Living and Growing. 10.21 The English Programme. 10.48 The Land. 11.10 Stop, Look, Listen. 11.22 Picture Box. 11.40 History Around You. 11.55 Cartoon. 12.00 Tales from Fat Tulip's Garden. 12.10 Our Backyard. 12.30 Talking Personality. 1.00 News. 1.20 Thames News. 1.30 A Country Practice. 2.25 On the Market. 2.50 Derby Day. 4.0 Tales From Fat Tulip's Garden. 4.15 Crystal Tipps and Alistair. 4.20 Fraggie Rock. 4.50 Razzmatazz. 5.15 Connections.

5.45 NEWS: weather.

6.00 THAMES NEWS.

6.25 HELPI with Viv Taylor Gee.

6.35 CROSSROADS.

7.00 ARTHUR C. CLARKE'S WORLD OF STRANGE POWERS: An Element of The Divine. Forked twig in hand, our pundit on the paranormal probes the mysterious art of dowsing — for oil, metal or antiquities as well as water. And for once there does seem to be concrete proof that the ability exists to shape, for a start, of the SAOR wye business together. Fans of late-night comedy review will recognise Siobhan Redmond, late of Alfreton, as his new sidekick; old colleagues Mark McManus and Dennis Blanch are back too. Oracle sub-titles.

7.30 CORONATION STREET. Oracle sub-titles.

8.00 JIM DAVIDSON'S SPECIAL. The Cockney comic drops in — by parachute — along with sport and showbiz tales from Jim Bowen to Jimmy Greaves, Rick Wakeman to Roland Rat, for a one-off session of comedy and music.

9.00 BULMAN: Winds of Change. Granada's quirky detective of gloves, carrier bag and classical quotations returns to placate Strangers fans miffed at the 1982 demise of the cult series. As played again by Don Henderson he's now out of the Force and looking for a quiet life repairing clocks — not that he has much time to get started, with the daughter of his former CID colleague turning up to suggest that they go into the business together. Fans of late-night comedy review will recognise Siobhan Redmond, late of Alfreton, as his new sidekick; old colleagues Mark McManus and Dennis Blanch are back too. Oracle sub-titles.

10.00 NEWS AT TEN: weather.

10.30 THE CHOIRBOYS. Charles Durning, Perry King, Louis Gossett Jr lead Robert Aldrich's crude and coarse movie about the jolly exploits of a bunch of maverick LAPD cops with unusual ways of whiling away the night shift. Made in 1977.

12.45 NIGHT THOUGHTS with Dr Sheila Cassidy. Closedown.

Channel 4

1.30 pm Derby Day 1985. 4.45 Television Scrabble. 5.00 World of Animation. 5.30 Farming on Four.

6.00 WALES: LANDSCAPE AND LEGEND: The Meeting of Rivers. More legends and poetry spanning ten centuries and linked by the theme of water this week, set against the magnificent scenery of the Principality.

6.30 THE HERITAGE GAME. John Julius Norwich, resident expert Derek Shrub and antique-loving guest Rodney Bewes take the collectors' quiz back to Brynpton D'Evercy in Somerset.

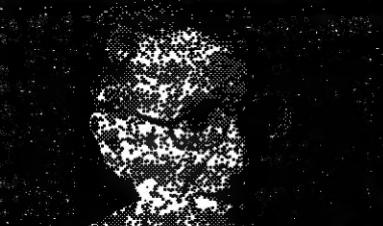
7.00 CHANNEL FOUR NEWS. 7.50 Comment. By Labour MP Barry Jones.

8.00 LOSING TRACK. Nationalisation. The railway history looks at the new lease of life promised to the war-stretched railways with the establishment in 1948 of the British Transport Commission — and the reality, with lack of hoped-for funds bringing the network near to breaking-point.

8.30 DIVERSE REPORTS. The environmental lobby comes under attack on World Environment Day — from Christine Chapman, who singles out for complaint the sacred cow concept of the green belts. Are they, she asks, really protecting the countryside — or just the property values of the rich?

9.00 ABOUT TIME: Time And A Half. More thoughts on time and our lives, this week from Leeds train drivers, Sheffield steelworkers and London nurses. Why do we waste watches to retiring railworkers just freed from the pressures of clockwatching? When is free time no such thing? How do changing patterns of work shifts affect domestic life?

10.00 LOU GRANT: Barrio. Another visit to the Trib's newroom, as the vintage drama continues.



Noam Chomsky: Voices

11.00 VOICES: The New Cold War. Is it a result of irreconcilable differences between two ideologies — or is the real issue the markets and resources of the Third World? Taking part in tonight's latest discussion on our post-war world are the American linguist and political activist Noam Chomsky, and British writer on international affairs Fred Halliday. 11.55 Close.

Radio 1

6.00 am Adrian John. 7.00 Mike Read. 9.00 Simon Bates. 10.00 Gary Davies. 10.30 Mark Page. 10.50 Bruce. 11.30 Janice Long. 10.0-10.15 John Peel.

Radio 2

4.00 am Colin Berry. 6.00 Ray Moore. 8.00 Ken Bruce. 10.00 Jimmy Young. 1.30 pm David Jacobs. 2.30 Gloria's Derby Day Quiz. 3.00 David Hamilton. 4.00 John Dunn. 5.00 VERA. 5.30 Syd Lawrence in Concert. 5.50 Listen To The Band. 10.00 The Footy Sags. 10.15 The Houghton Weathers. 10.30 Hubert Gregg. 11.00 Bernard Falk. 10.00 1981 Reunited. 3.00 Vernon and Maryette Midgley. 3.30-4.00 Space Force.

Radio 3

6.55 Weather. 7.00 News. Your Midweek Choice. 8.00 News. This Week's Composer. Schumann. Blumenstock. (Claudio Arrau, piano). Romances and Ballads (Fischer-Dieskau, Christoph Eschenbach). Novelle Op. 21 Nos. 7 & 4 (Peter Frick, Doro Ciani, Liederkreis Op. 24 (Peter Schreier, Norman Shetler). 10.00 Israel Philharmonic Orchestra. Kaminski: Symphonic Overture. (Mehta). Mendelssohn: Symphony No. 5 (Bernstein). Bernstein: Three Dance Episodes. (Orion). 10.30 The Town. 10.45 The Town. 10.55 The Town. 10.65 The Town. 10.75 The Town. 10.85 The Town. 10.95 The Town. 11.05 The Town. 11.15 The Town. 11.25 The Town. 11.35 The Town. 11.45 The Town. 11.55 The Town. 12.05 The Town. 12.15 The Town. 12.25 The Town. 12.35 The Town. 12.45 The Town. 12.55 The Town. 1.05 The Town. 1.15 The Town. 1.25 The Town. 1.35 The Town. 1.45 The Town. 1.55 The Town. 2.05 The Town. 2.15 The Town. 2.25 The Town. 2.35 The Town. 2.45 The Town. 2.55 The Town. 3.05 The Town. 3.15 The Town. 3.25 The Town. 3.35 The Town. 3.45 The Town. 3.55 The Town. 4.05 The Town. 4.15 The Town. 4.25 The Town. 4.35 The Town. 4.45 The Town. 4.55 The Town. 5.05 The Town. 5.15 The Town. 5.25 The Town. 5.35 The Town. 5.45 The Town. 5.55 The Town. 6.05 The Town. 6.15 The Town. 6.25 The Town. 6.35 The Town. 6.45 The Town. 6.55 The Town. 7.05 The Town. 7.15 The Town. 7.25 The Town. 7.35 The Town. 7.45 The Town. 7.55 The Town. 8.05 The Town. 8.15 The Town. 8.25 The Town. 8.35 The 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